



AGENDA

CALL TO ORDER

- Pledge Allegiance to the Flag (**JE**)
- Moment of Silence

ADOPTION OF AGENDA

APPROVAL OF THE MINUTES

1. Approval of the Minutes from the Town Council Meeting of September 13, 2022.

CONSENT AGENDA

2. Proclamation for Fire Prevention Week (*Lisa Snyder*)
Proclamation for Operation Green Light (*Lisa Snyder*)

PUBLIC COMMENT

3. Advisory Committee (*David Neeley*)
Citizens Transit Advisory (*Justin Musick*)

PUBLIC HEARING - none

OLD BUSINESS

4. Update Contract with US Developments (*Ryan Spitzer*)

NEW BUSINESS

5. Fall Fest (*Matt Jakubowski*)
6. Upfit Police Cars (*Ryan Spitzer*) - **ACTION ITEM**
7. Resolution for Censure - **ACTION ITEM**

MANAGER'S REPORT

MONTHLY STAFF REPORTS

- [8.](#) Public Works
 - Parks and Rec
 - Police Department
 - Human Resources
 - Planning & Zoning
 - Communications

CLOSED SESSION – none

CALENDARS FOR COUNCIL

- [9.](#) November Calendar

ADJOURN

10. rspitzer@pinevillenc.gov is inviting you to a scheduled Zoom meeting.

Topic: My Meeting
Time: Oct 11, 2022 06:30 PM Eastern Time (US and Canada)

Join Zoom Meeting
<https://us02web.zoom.us/j/83769696273?pwd=ay84Nmt1bUVDTEY3ZEd1QTR0WGItUT09>

Meeting ID: 837 6969 6273
Passcode: 384790
One tap mobile
+13126266799,,83769696273#,,,,*384790# US (Chicago)
+16465588656,,83769696273#,,,,*384790# US (New York)

Dial by your location

- +1 312 626 6799 US (Chicago)
- +1 646 558 8656 US (New York)
- +1 646 931 3860 US
- +1 301 715 8592 US (Washington DC)
- +1 309 205 3325 US
- +1 564 217 2000 US
- +1 669 444 9171 US
- +1 669 900 9128 US (San Jose)
- +1 719 359 4580 US
- +1 253 215 8782 US (Tacoma)
- +1 346 248 7799 US (Houston)
- +1 386 347 5053 US

Meeting ID: 837 6969 6273
Passcode: 384790
Find your local number: <https://us02web.zoom.us/j/83769696273?pwd=ay84Nmt1bUVDTEY3ZEd1QTR0WGItUT09>

If you require any type of reasonable accommodation as a result of physical, sensory, or mental disability in order to participate in this meeting, please contact Lisa Snyder, Clerk of Council, at 704-889-2291 or lsnyder@pinevillenc.gov. Three days' notice is required.



TOWN COUNCIL REGULAR MEETING
PINEVILLE HUT MEETING FACILITY
MONDAY, SEPTEMBER 13, 2022 AT 6:30 PM

MINUTES

CALL TO ORDER

Mayor Jack Edwards called the meeting to order @ 6:33 pm.

Mayor Jack Edwards
 Mayor Pro Tem: Ed Samaha
 Council Members: Amelia Stinson-Wesley, Chris McDonough, Les Gladden
 Town Manager: Ryan Spitzer
 Town Clerk: Lisa Snyder

PLEDGE ALLEGIANCE TO THE FLAG

Town Manager Ryan Spitzer led everyone in the Pledge of Allegiance.

MOMENT OF SILENCE

Mayor Edwards asked for a moment of silence for Velma Patterson, who passed recently at the age of 90, our first responders, our fireman and police officers who are under a lot of strain, and we have an excellent police and fire department, and our military who protect us, as we sleep each night. Mayor Edwards asked for a moment of silence and prayers for each of them and their families.

ADOPTION OF AGENDA

Mayor Edwards asked if there were any changes to the Agenda. Council Member Amelia Stinson-Wesley made a motion to adopt the Agenda with a second made by Mayor Pro Tem Ed Samaha. All ayes. (**Approved 4-0**).

APPROVAL OF MINUTES

The Minutes of the Work Session on August 22, 2022, and the Town Council Meeting on August 22, 2022 were submitted for approval. Mayor Pro Tem Samaha moved to approve the minutes with no changes with a second made by Council Member McDonough. All Ayes. (**Approved 4-0**)

CONSENT AGENDA

Consent Agenda items were two Tax Refunds in the amount of \$1,832.16, and a Proclamation for Emergency Preparedness Month. Council Member McDonough moved to approve the Consent Agenda as presented with a second made by Mayor Pro Tem Samaha. (**Approved 4-0**)

BOARD UPDATES and PUBLIC COMMENT

Pineville Neighbors Place, Janet Shutt. Jane Shutt gave a board update for Pineville Neighbors Place. In July, 2022, volunteers delivered food boxes to residents of The Pines at Carolina Place providing food for 51 people. Volunteers pressure-washed and painted wooden ramps around the mobile units at Pineville Elementary School. Thirty (30) volunteers packed hundreds of backpacks of school supplies on July 30th. This event was coordinated and directed by Carson Randall, who is working on his Eagle Scout award. PNP distributed approximately 1,000 backpacks to our students. A special thanks to Ed [Samaha] and his wife Linda, for their help with the distribution of the backpacks.

Good Friends, one of PNP partners, very generously provided the victims of the two local apartment fires with the funds for their first month of rent in their new homes. In August, they held a mobile food pantry at Sterling, in partnership with Second Harvest Food Bank and provided a week's worth of groceries to 150 families.

Everyone is invited to Middle James Brewing on Saturday, September 17th, to Brews and Tunes. This event will benefit PNP. The event is from 3:00pm until 9:00 pm and will include a variety of games, an arts market with art for sale, a special appearance by Homer the Dragon; live music by Jordan Middleton and the headline band, The Mood Kings. The Annual Potato Drop will be held on Saturday, October 22nd, from 9:00 am until noon at Carolina Place Mall, by Dillard's. NC MedAssist is partnering with Atrium Health and PNP to host an over-the-counter medicine giveaway on Friday, November 4th at Pineville United Methodist Church. Anyone can drive-through and pick up common over-the-counter medicines for colds, allergies and more. There are no income requirements.

Mayor Edwards added that he has received calls from several residents, at The Pines, who have received increases in their rent fees, beginning with a \$50 increase and then a \$100 increase. He referred them to the county commissioner for possible assistance.

Parks and Rec Advisory Board (Matthew Jakubowski). Mr. Jakubowski reported that the former Chair for this board has moved to Gastonia and was replaced by Christine Fisher. Yvette Isaacs represents the southern portion of Charlotte on the Parks and Rec Board. The Parks and Rec Advisory Board of Pineville meets quarterly. Their goal is to try to be consistent with the Master Plan, including trails, land acquisitions, disc golf, and other opportunities. They advocate for green space. They have been volunteering at special events and have purchased shirts that say PNR Council on them. Ms. Fisher lives in McCullough, she does personal training for the town, she heads the Mommy and Me class at the Hut, and can do some personal training when we get our new outdoor exercise equipment.

OLD BUSINESS

(There was no old business).

NEW BUSINESS

Purchase of six mounted transformers. David Lucore, Manager at Electricities, is seeking approval from Council to proceed with the purchase of six mounted transformers. The units will be purchased with reserve funds. Council Member Stinson-Wesley asked if refurbished transformers will last as long as new ones? Council Member Gladden asked if six will be enough to satisfy what we need in the future? Mr. Lucore replied that he has no reservations purchasing refurbished ones, they have warranties, and we can get them a lot shorter lead time than buying them new. His opinion, that buying the six now. It will get us through the next 18 to 24 months. He also recommended that we keep at least one, on hand, in case of an emergency.

This is an **ACTION ITEM**. Council Member McDonough moved to approve the purchase of the six mounted transformers, at a cost of \$84,315.00 each, followed by a second by Council Member Stinson-Wesley. (**Approved 4-0**)

In addition, Mayor Pro Tem Samaha moved to move funds out of fund balance to pay for the transformers, followed by a second made by Council Member McDonough. (**Approved 4-0**)

Condemnation of property for an easement at 213 Lynnwood Lane. Town Manager Spitzer reported that we've spent multiple years trying to acquire the right-of-way for the necessary stormwater improvements on Lynnwood/Lakeview. We have reached the point where we only have one property owner who is holding out. We have been back and forth with them proposing to purchase the property, and have not been able to agree on a price. We looked at an alternative route, per Council's direction, and that would be a lot more expensive than what this property should cost, based on property tax records. We are looking to Council for approval to start the condemnation process. Council Member Stinson-Wesley asked if the process could be halted at any time, if the owner reconsidered, and Mr. Spitzer replied, yes, it can be halted at any point. He added that the process is: we first have to order an appraisal of the property, send the property owner a letter notifying them that we're starting process, once the appraisal comes in, we are mandated to put the money into a fund that's kept by an

attorney. The property owner has access to that money the day after we deposit it with the attorney. If he's satisfied with that dollar amount, then the deal is done. If he wants to dispute it and ask for more money, he will have to get his own appraisal, and take it to court. Mayor Edwards added that we're running out of options.

This is an **ACTION ITEM**. Mayor Pro Tem Samaha moved to approve condemnation of the property followed by a second made by Council Member Gladden. (**Approved 4-0**)

Resolution 2022-08 for Sale of Small Items. This Resolution is to sell furniture items at the old Town Hall. It would allow the Town Manager, or his designee, to do a private sale, so we won't have to go out and put it all at auction. We will publish the list, do an advertisement in the paper that says, if someone wants something, to contact us at Town Hall.

This is an **ACTION ITEM**. Mayor Pro Tem Samaha moved to approved Resolution 2022-08 for Sale of Small Items with a second made by Council Member McDonough. (**Approved 4-0**)

Adopt contract for CMaR for new fire station. Mr. Spitzer reported that we selected Ediface to build the new fire station. Their services are broken out into two different parts. They have pre-construction and begin doing budgets and getting costs of things, that helps us know how much we can afford, before we get asked to go forward with any part of it. The pre-construction fee is \$98,140.00. This is only \$1,000 more than what they paid in 2020, due to inflation. Through this whole process, they will give the Town a GMP (guaranteed match price). Council Member McDonough asked if this contract is locked in. Mr. Spitzer replied that it is not. This is where we started with the fire department's wish list. We did a 25,000 square foot building, for a cost of \$16 million dollars. Pretty much the only way to cut down the 25,000 square foot is to remove a bay. As we get further into this, the contract will change to whatever Council is comfortable with.

This is an **ACTION ITEM**. Council Member Stinson-Wesley moved to adoption the contract for CMaR for a new fire station, with a second made by Mayor Pro Tem Samaha. (**Approved 4-0**)

Holiday Schedule for 2023 Town Manager Spitzer presented the 2023 Holiday Schedule for the Town. He reported that we somewhat follow the State's holiday schedule, with few exceptions, such as Juneteenth, for example.

This is an **ACTION ITEM**. Council Member McDonough moved to accept the holiday schedule for 2023 as posted, with a second made by Council Member Stinson-Wesley. (**Approved 4-0**)

Manager's Report. Mr. Spitzer gave a brief update on the new Town Hall. We are still waiting for tracking information of the elevator part to see when it will actually get here. The elevator person has been scheduled to inspect the elevator. The state inspector will then be scheduled, and we hope to be moved into the new building in three weeks.

He gave an update on the land for the substation purchase on Industrial Road. There is a wetland there they can't disturb more than 10% of it. David Lucore is in discussions with a property owner in the area off of Downs Road and Beacon, who may be interested in subdividing.

Mayor Edwards reminded everyone that Pineville's Fall Fest is scheduled for Friday, October 14th and Saturday, October 15th, at Jack Hughes Park this year. There will be shuttles on both sides of the tracks and police officers directing traffic during that time. The Town continues to work on the details of this event.

The Free Shred Event is scheduled for Saturday, October 15th, from 9:00 am until noon, at the parking lot of the new Town Hall.

Mayor Pro Tem Ed Samaha reported on the Penny Bond/51/Miller property interchange. He and Planning & Zoning Director Travis Morgan recently met with Patrick Hamilton, the project manager for York County Highways and they're getting close to final permitting, for the 51 improvements up by the Miller gas station and liquor store. There will be a five-lane highway from NC up to 51; it will cut off SpringHill Road so you won't be able to enter or exit 77 there. They will put in a traffic light in about 400 yards up from the Miller property, and there will be a new road created from Springhill Road. The plans are to have two lanes in each direction, as well as a turning lane. They're in the final reviews with the Army Corps of Engineers, DOT, South Carolina and York County. Final permitting should occur this Fall, quotes out by the end of this year, bids accepted

somewhere in the winter months, and steam shovels in the ground in the Spring of 2023. This is the biggest product that they've done; over \$50 million dollars. They expect completion to be three years. A lot of utilities will need to be moved in order to begin the project.

Parks and Rec Director, Matt Jakubowski, welcomed Lorraine Haines, who is also on the Parks and Rec board and attended this Council Meeting.

Mayor Edwards announced that there will be a ten-minute break and then go into Closed Session, pursuant to NCGS 143-318-11(6) for a personnel matter, at 7:23 pm.

Council Member Stinson-Wesley moved to accept the report by ISS followed by a second made by Mayor Pro Tem Samaha. Ed Samaha-Aye; Chris McDonough-Aye; Amelia Stinson-Wesley-Aye; Les Gladden-No. **(Approved 3-1)**

ADJOURNMENT

Motion was made by Council Member Stinson-Wesley to adjourn followed by a second made by Council Member McDonough. **(Approved 4-0)** The meeting was adjourned at 10:39 pm.

Mayor Jack Edwards

ATTEST: _____
Lisa Snyder, Town Clerk

Proclamation

Fire Prevention Week 2022

WHEREAS, the Town of Pineville, North Carolina is committed to ensuring the safety and security of all living in and visiting Pineville; and

WHEREAS, fire is a serious public safety concern both locally and nationally, and homes are the locations where people are at greatest risk from fire; and

WHEREAS, home fires killed more than 2,580 people in the United States in 2020, according to the National Fire Protection Association (NFPA), and fire departments in the United States responded to 356,500 home fires; and

WHEREAS, smoke alarms sense smoke well before you can, alerting you to danger in the event of fire in which you may have as little as 2 minutes to escape safely; and

WHEREAS, working smoke alarms cut the risk of dying in reported home fires in half and Pineville residents should be sure everyone in the home understands the sounds of the alarms and knows how to respond; and

WHEREAS, Pineville residents who have planned and practiced a home fire escape plan are more prepared, and are therefore more likely to survive a fire; residents should practice their home fire escape drill at least twice a year, during the day and at night; and

WHEREAS, Pineville residents will make sure their smoke and CO alarms meet the needs of all their family members, including those with sensory or physical disabilities; and

WHEREAS, working smoke alarms cut the risk of dying in reported home fires in half and should be installed in every sleeping room, outside each separate sleeping area, and on every level of the home; when the smoke alarm sounds, every occupant of the home should respond by going outside immediately to the designated meeting place; and

WHEREAS, Pineville's first responders are dedicated to reducing the occurrence of home fires and home fire injuries through prevention and protection education; our residents are responsive to public education measures and can take action to increase their safety from fire, especially in their homes; and

WHEREAS, the 2022 Fire Prevention Week theme, "Fire won't wait. Plan your escape," works to educate everyone about simple but important actions they can take, including preparing a home fire escape plan, to keep themselves and those around them safe from home fires.

NOW, THEREFORE, I, Jack Edwards, Mayor of the Town of Pineville, do hereby proclaim October 9-15, 2022, as "**Fire Prevention Week**"

in the Town of Pineville, and I urge all citizens to plan and practice a home fire escape and to support the many public safety activities and efforts of the Town of Pineville and surrounding area fire and emergency services.

PROCLAIMED this ____ day of October 2022.

Jack Edwards, Mayor

Attest: _____

Lisa Snyder Town Clerk



PROCLAMATION

Supporting Operation Green Light for Active Military Service Members in Transition to Civilian Life (VeteranStatus)

WHEREAS, the residents of the Town of Pineville have great respect, admiration, and the utmost gratitude for all of the men and women who have selflessly served their country and this community in the Armed Forces; and

WHEREAS, the contributions and sacrifices of the men and women that served in the Armed Forces have been vital in maintaining the freedoms and way of life enjoyed by our citizens; and

WHEREAS, the Town of Pineville seeks to honor these individuals who have paid the high price for freedom by placing themselves in harm's way for the good of all; and

WHEREAS, there are approximately 700,000 veterans in the State of North Carolina; and

WHEREAS, Veterans continue to serve their community in the American Legion, Veterans of Foreign Wars, church groups, civil service; and

WHEREAS, Approximately 200,000 service members transition to civilian communities annually; and

WHEREAS, an estimated 20% increase of service members will transition to civilian life in the near future; and

WHEREAS, studies indicate that 44% to 72% of service members experience high levels of stress during transition from military to civilian life; and

WHEREAS, active Military Service Members transitioning from military service are at a high risk for suicide during their first year after military service; and

WHEREAS, the Town of Pineville Town Council appreciates the sacrifices our United State Military personnel made while defending freedom and believes specific recognition be accorded them in appreciation of their service and to demonstrate the honor and support, they have earned;

NOW THEREFORE BE IT RESOLVED, with designation as a Green Light for Military Service, the Town of Pineville Town Council, hereby declares from November 7, 2022 through November 14, 2022 a time to salute and honor the service and sacrifice of our men and women in uniform transitioning from Active Service; and;

BE IT FURTHER RESOLVED, that in observance of Operation Green Light, the Town of Pineville encourages its citizens in patriotic tradition to recognize the importance of honoring all those who the immeasurable sacrifices helped to preserve freedom by displaying a green light in a window of their place of business or residence.

Adopted this the ____ day of October, 2022.

Jack Edwards, Mayor

Memorandum



To: Mayor and Town Council
From: Ryan Spitzer
Date: 10/7/2022
Re: US Development PSA Amendment for downtown sites

Overview:

US Developments will close on the old police lot on Tuesday, October 11th, 2022. They will pay the Town \$1million dollars for the lot. However, due to the timing of the other buildings being able to be vacated by the Town they will not be able to purchase the other lots. In order to “secure” the lots for when the town is able to vacate them they would like to put these other lots under contract and then have a lease with the town to occupy them. The terms of the lease are:

1. The town pays no money in rent to occupy the property
2. There is no default fee on the lease
3. US Developments will have 30 days to pay for the property after it becomes vacant
4. The town will secure the rights if US Developments doesn't pay within 30 days of the property becoming available then we will get the deed back.
5. The Town will have the right to purchase the old police lot back if US Developments defaults on the lease agreements.

The lease essentially serves as an agreement that US Developments will get the property once they become vacant and a future Council cannot sell them to someone else.

Our land attorneys have reviewed the agreements and are agreeable that they protect the Town. This change in the agreement does not alter the original premise of the PSA in which US Developments would purchase the property as it became available. It only formalizes a commitment between the Town and US Developments that we will only sell to them and they will purchase from the Town. Work will continue on design of the site for Council review.

Attachments:

None

Recommendation:

Approve the amended changes and agree to sign the leases with US Developments.

Memorandum

To: Mayor and Town Council

From: Matt Jakubowski

Date: 10/6/2022

Re: New Business: Fall Fest 2022 Logistics Overview



Jordan Williams and Matthew Jakubowski will be presenting Fall Fest overview. This will include Festival map, parking maps, and logistic overview of the event.

PINEVILLE

Item 5.

Fall Fest 2022

OCTOBER
14 - 15

FESTIVAL HOURS

FRIDAY: 6:00 PM - 10:00 PM

SATURDAY: 10:00 AM - 10:00 PM

Main Stage

FRIDAY, OCTOBER 14TH

7:00 - 10:00 PM U-PHONIK

Main Stage

SATURDAY, OCTOBER 15TH

2:30 - 4:30 PM THIRSTY HORSES

5:00 - 7:00 PM ROSS COPLEY BAND

7:30 - 10:00 PM FACE TO FACE

BILLY JOEL & ELTON JOHN TRIBUTE

10:00 PM - FIREWORKS

Family Stage

SATURDAY, OCTOBER 15TH

KAZOO MAN

MARK LIPPARD

ED'S DINOSAURS LIVE

CHILI COOK-OFF

PIE EATING CONTEST

NEW
LOCATION!
Jack D. Hughes
Park,
513 Main St.



MUSIC • FOOD • CARNIVAL RIDES

ARTS & CRAFT VENDORS • PIE EATING CONTEST • CHILI COOK-OFF

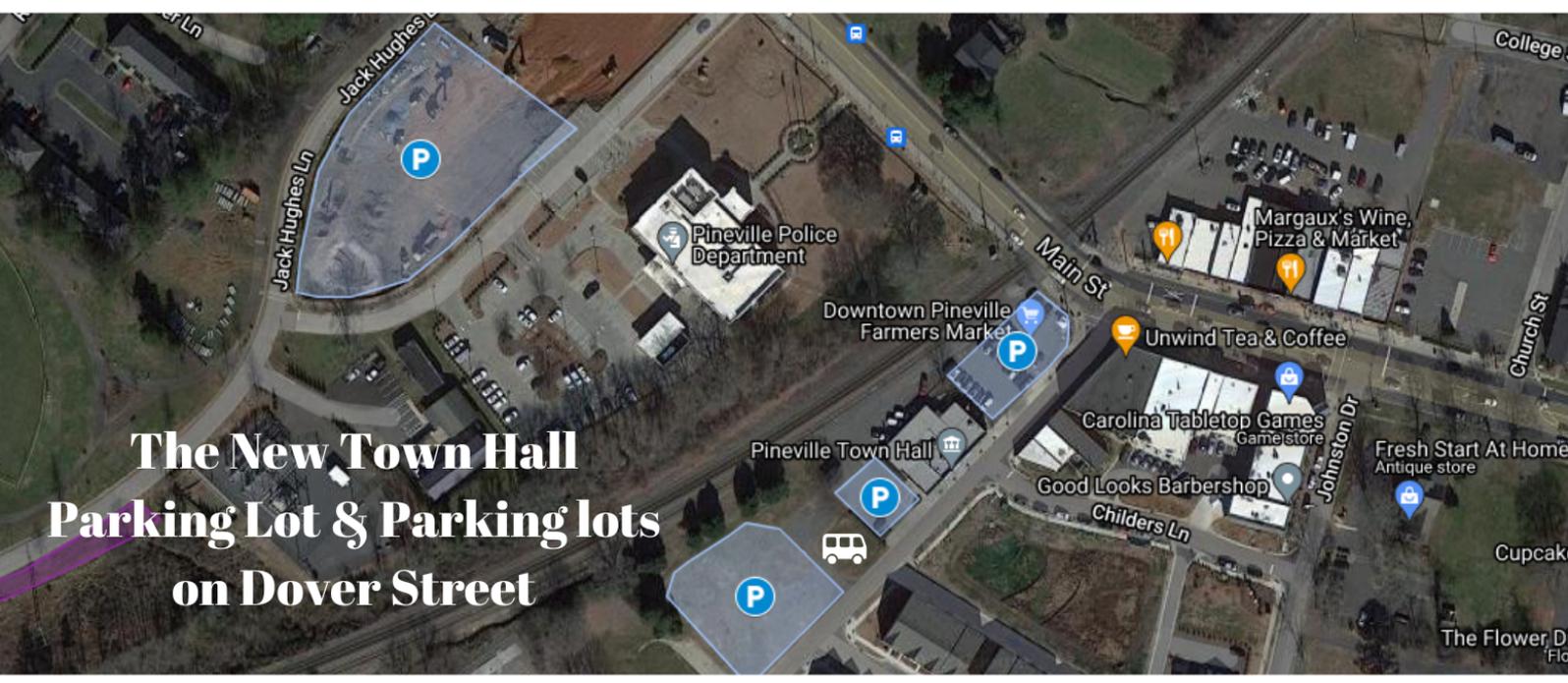
FIREWORKS SATURDAY NIGHT!

2022 Pineville Fall Fest Parking/Shuttle Stops

Item 5.



Handicap Parking at Jack Hughes



**The New Town Hall
Parking Lot & Parking lots
on Dover Street**



 Shuttle Pick Up Locations

 Parking Locations

**Grace Life Church, The Hut
& Pineville Elementary
School**

**Belle Johnston
Community Center**

Memorandum



To: Mayor and Town Council
From: Ryan Spitzer
Date: 10/7/2022
Re: **Upfit of Police Vehicles with window bars**

Overview:

On July 17, 2022 there was an incident on I-485 of a female getting a window down in the back of a police car low enough to squeeze through and jump out while being transported to the jail. Pineville PD conducted an IA Investigation on the incident.

Per the investigation, witnesses believe the window was only down 6-8 inches. This caused a large enough gap for the female to escape through the window. Through conducting interviews with officers, a set of recommendations arose to prevent this type of incident from happening in the future. One of the recommendations is to install bars on the back windows of patrol vehicles. Officers have also stated they would like bars put back in the vehicles. Bars were historically put in police vehicles until several years ago.

The cost to install bars in 15 vehicles is \$5,111. These 15 vehicles would be for cars operated by Corporals and Officers. The Town is proposing to take this money out of Asset Forfeiture.

The Police Department is also working on other measures that are being handled in-house such as disabling the rear window and door locks, new training standards for the FTO program, and other updating policies and procedures.

Attachments:

Quote from Campbell Brown for 6 bars

Recommendation:

Approve the purchase of window barriers for 15 vehicles using Asset Forfeiture monies.



Since 1957 3814 North Graham Street/28206
 REMIT TO: PO Box 26685
 Charlotte, NC 28221
 Phone (704) 377-2551
 NC WATS (800) 849-5050

1131 White Horse Road
 PO Box 8498 Sta. A
 Greenville, SC 29604
 Phone (864) 277-4372
 SC WATS (800) 849-2426

Item 6.

QUOTE ORG

Page 1

Quote Date	Expires	Authorization	Salesperson	Cust #	Terms
7/27/22			JEFF HOPKINS	181836	NET 30 DAYS
Quote #	P.O. Number	Quoted By	Ship Via	Pod/Col	Shipped From
01/061926		JAH	DELIVER		CHARLOTTE STORE

Sold To JEFF
 TOWN OF PINEVILLE
 PO BOX 249
 PINEVILLE NC 28134

Ship To TOWN OF PINEVILLE
 316 COLLEGE STREET
 PINEVILLE NC 28134

Quantity	Stock #	Description	Unit Price	UM	Extended Price
6	WK0514I TU20H	Window Barrier VS Steel Horizontal	217.7200	EA	1,306.32
6	INSTALLATION	INSTALLATION CHARGE	50.0000		300.00
		ESTIMATED SETINA FREIGHT \$300.00			
			SubTotal		1,606.32
			Freight		300.00
			Sales Tax		138.21
			Quote Total		2,044.53

All warranties are limited to the warranty given by the manufacturer, and in no event does Campbell-Brown, Inc. warrant any product it sells beyond the stated warranty of the product manufacturer.
 All quotes are valid for 60 days from the dated issued.

Memorandum

To: Mayor and Town Council
From: Ryan Spitzer
Date: 10/7/2022
Re: Censure Resolution





RESOLUTION 2022-09
CENSURE OF COUNCILOR LESLIE “LES” R. GLADDEN

WHEREAS, while we believe that in a constituted democracy, the highest and best corrective for those in elected office is the ballot box, we acknowledge that in some instances behavior is so egregious that a response is needed and deserved by the public, before the opportunity to visit the ballot box occurs;

WHEREAS, once Town Council was presented with information in a third-party investigation that brought to light and to witness certain habitual, long-term inappropriate behavior on the part of Council Member Leslie “Les” R. Gladden that was egregious in nature, created an atmosphere of intimidation, and compromised the integrity of the Body to which we were elected and on which we serve, we as a Town Council made the decision to take action and inform our constituents of such in the open meeting of Town Council;

WHEREAS, in order to maintain the integrity of the Body on which we serve, we adopt the following resolution on this 11th day of October, 2022;

WHEREAS, we the Town Council, condemn the actions of Council Member Gladden and repudiate his interference with the actions and operations of the Police Department of the Town of Pineville. Further we assert that the atmosphere of intimidation created by the words and actions of Council Member Gladden is anathema to the standards of conduct expected by those of us who serve on the Town Council of the Town of Pineville;

NOW BE IT RESOLVED, as a result of said findings, the Council enact the following acts of censure against Council Member Gladden effective until the end of his current term:

1. Council Member Gladden is only allowed inside the Police Department building in so far as it pertains to official town meetings and at all times must be accompanied by the Town Manager while within those walls and on that parcel. Council Member Gladden may not enter the Police Department property without supervision, or it will be considered trespass.
2. As the grounds of the Police Department are adjacent to and contiguous with the grounds of Town Hall and of one of our Parks, Council Member Gladden may be present and move freely around those grounds outside of the police department parcel and in buildings found on said grounds.

3. While representing the Town or acting on behalf of the Town, Council Member Gladden must cease using language and verbal communication in public that disparages the Police Chief and Police Officers of the Town of Pineville.
4. Council Member Gladden is restricted from meeting with all department heads without the presence and supervision of the Town Manager.
5. Council Member Gladden is restricted from communicating directly with any Town employee with the exception of the Town Manager or attempting to take any action which could be interpreted as attempting to interfere with any personnel matters of the Town.

These acts of censure shall be in effect immediately and last through the end of Council Member Gladden's current duly elected term. If the terms of these censures are violated, Town Council will move forward with the required proceeding to remove Council Member Gladden from the elected body of the Town Council of the Town of Pineville.

Mayor Jack Edwards

Mayor Pro Tem Ed Samaha

Amelia Stinson-Wesley

Chris McDonough

Company Profile

- Incorporated in 2004
 - Background investigations
 - Private, HR & misconduct investigations
 - Management & policy consulting
 - Expert reports for police litigation
- Employees
 - Eight FTE/PTE
 - Forty-two contractors

Investigation Process

- Core Processes
 - Clarify client needs/investigation scope
 - Review documents, policies & materials
 - Formulate investigative plan
 - Identify/prioritize interviews
 - Transcribe all interviews
 - Review/organize information; draft report
- Final Draft
 - Provable allegations summarized
 - Objectivity emphasized

Initiation of Investigation

- Complaints
 - Operational/administrative interference by Councilman Les Gladden
- Town Manager Referral to Investigative Security Services (ISS)
 - Case complexity
 - Conflicts of interest
 - Objectivity

Investigation Scope, Processes, and Timeline

- Investigation Timeline
 - Manager/ISS Meeting June 9th
 - First Interviews June 14th
 - Initial Draft Report Submitted August 30th
- Report on potential misconduct by any employee
- Explore detrimental influences by Councilman
- Interviewed 30 current/former employees, including Councilman Gladden
- Reviewed policies, procedures, internal documents, videos, photographs and texts

Councilman Les Gladden

Background

- ISS not contracted to investigate Councilman Gladden
- Councilman Gladden factors prominently in inappropriate actions, inactions and decisions of Department staff at all levels
- The investigation revealed serious questions and evidence of Councilman Gladden exercising inappropriate:
 - Engagement and intimidation of staff
 - Attempted influence over official actions
 - Interference with personnel management

Finding #1

Hiring of Officer 1

- The investigation revealed the following:
 - Officer 1 was hired on his second application with direct intervention by Councilman Gladden with the previous superior officer
 - The previous superior officer acknowledged he received pressure to hire Officer 1 on his second application
 - Councilman Gladden knew of the previous issues with Officer 1's prescription drug abuse at that time

Finding #2

DWI Arrest of Jane Doe

- The investigation revealed the following:
 - Jane Doe was arrested by a Pineville police Officer for DWI
 - Within minutes of the initial traffic stop, Councilman Gladden arrived
 - He created a disturbance with Jane Doe's boyfriend who was a passenger in the truck, which hindered/delayed the investigation
 - Officer 2 was subsequently met by a family member and asked how they could make this all go away

Finding #2

DWI Arrest of Jane Doe

- The investigation revealed the following:
 - Officer 2 requested his Body Worn Camera (BWC) video for court and was told his BWC video from that day and prior was somehow deleted
 - Officer 2 suspected that would happen and made a separate copy before submitting it
 - Officer 2's copy was used in court and Jane Doe was found guilty
 - After the court case was completed, Officer 2 was investigated/written up on multiple violations of policy, affecting promotion

Finding #3

Intimidation During Current Investigation

Officer 3

- The investigation revealed the following:
 - Upon Officer 1 being placed on leave, Councilman Gladden delivered a doctor's note to Officer 3
 - Met Officer 3 at Officer 3's home
 - Gladden told Officer 3 not to side with the superior officer; the superior officer was going down – Officer 4 and others with him
 - Gladden then threatened Officer 3 with a “four-man rule” writeup, stating he had informants that let him know Officer 3 had fielded only three at times

Finding #3

Intimidation During Current Investigation

Officer 3

- The interaction went further:
 - Gladden told Officer 3 that a superior officer was not long for this world
 - Gladden indicated his intention to have the superior officer fired.
 - This conversation intimidated Officer 3
 - Officer 3 stated that based on the history of Gladden's interference in Officer 1's discipline, he felt all the threats were valid
 - Officer 3 immediately made notes of the exchange
 - Officer 3 was left in fear for his job and family's livelihood

Finding #3

Intimidation During Current Investigation

Officer 5

- The investigation revealed the following:
 - Councilman Gladden texted Officer 5 and requested a phone conversation
 - Officer 5 spoke with Gladden by telephone for about 30 minutes
 - Gladden initially said he knew Officer 5 could not talk about the investigation, then began fast firing deflection questions, such as “haven’t you done this?”, etc.
 - Gladden indicated his desire to get the superior officer fired, made other intimidating statements to Officer 5, and made disparaging remarks about others



Finding #3

Intimidation During Current Investigation

Officer 5

- Officer 5's notes and interview also reveal:
 - Gladden told Officer 5 the superior officer had "turned Officer 3 against Officer 1"
 - Projected/deflected Officer 1's actions on others
 - Gladden told Officer 5 that the Town Manager was ready to fire the superior officer
 - He called Officer 6 a "whore"
 - He stated Officer 7 was "stupid"
 - Gladden then elicited Officer 5 to "bring dirt to the Town Manager" on the superior officer to get him fired
- Gladden later sent Officer 5 a text message apology



Finding #4

Intervening in Prior Investigation

(drinking on-
duty)

- The investigation revealed the following:
 - Officer 1 attended a SWAT demonstration on-duty, in uniform, under the influence of and actively consuming alcohol. He blew at least a 2.0 on his partner's alcosensor. He also drove his police cruiser in this condition
 - Councilman requested multiple meetings with staff and Town Manager regarding investigation outcomes
 - Councilman was focused on making sure Officer 1 would keep his job and be promoted to Sergeant
 - Councilman was upset that a superior officer would not waive policy to promote Officer 1 at first opportunity

Finding #4

Intervening in Prior Investigation

(drinking on-
duty)

- ISS further learned that:
 - The eventual disciplinary action agreed upon and handed down was much more lenient than a superior officer initially recommended
 - All interviewed Department members with knowledge believed:
 - Councilman Gladden's proactive role during this investigation constituted interference in Department operations
 - anyone exhibiting such behavior should have their employment terminated
 - the discipline was an indication of special treatment for Officer 1

Summary

- Officer 1 was protected from appropriate management and disciplinary action over time
- Officer 1 widely viewed as untouchable and operating with knowledge of his own impunity
- There is a pervasive fear of retaliation from Councilman Gladden
- The organization reached its functional limit regarding:
 - actual and perceived political interference from one Councilmember, and
 - repeatedly inappropriate, out-of-policy and unlawful conduct of Officer 1 and fellow police officer



September 2022

We wrapped up Rock'n & Reel'n with 2 Acoustic shows, Red Dirt Revival and the playing of Space Jam. A successful season in which we were able to provide free arts/entertainment from May – September. The splashpad came to a close in mid-September. We were able to open earlier this year and were inundated with children and families all summer. Pineville soccer and our Adult basketball have been a huge success, soccer balls in the back of nets and basketball going through them:) We put up new 20 foot netting at Jack D. Hughes multipurpose field, really makes field look official and will assist with wayward balls. Girl scouts began painting Belle walkway.



Special Events

Rock'n & Reel'n – September 2 – Garret Huffman, September 9 – Red Dirt Revival, September 16 – Cory Stewart, September 23 – Space Jam Movie

Storytime in the Park – Mecklenburg County Library hosts Storytime in the park each Wednesday morning from 10am – 11am. 90 Kids/97 Adults

General Programming – Belle Johnston

Pickleball: Open Pickleball times are Mondays and Friday from 9am-12pm and Wednesdays from 1:30pm-4:30pm. 120 participants

Cookie Decorating Classes: There was one Cookie class on September 28. 11 participants

Cardio Funk: Lem holds class on Tuesdays at 6:30pm. 15 participants

Karate: They hold classes on Wednesdays. 32 participants

Pre School Open Gym – Wednesday morning from 9a – 12p – 35 participants

Paint Class: There was on Paint class in September 20. 4 participants

PreK Prep Class – 10 total participants

September 2022

Game Day with Senior Nutrition – September 7. 15 participants

After School Art Program – 9/4, 9/13, 9/20, 9/27 – 12 participants per class

Field Trip – Granddads Apple Orchard. 11 participants

National Cream Filled Donut Day – 32 participants

Lake Park

Bootcamp with Lia – Bootcamp meets 5:45am – 6:45am M/W/F in Lake Park. 72 participated

Tai Chi: Hold classes T/Th/Sat under the large shelter/stage. 168 participated

Fall Yard Sale – 18 spaces sold

The Hut

Senior Fit – Senior Fit takes place at the Hut M – Thursdays. 280 participants

Yoga – 18 participants

Jack Hughes

Facility Rentals

*Shelter 1 at JH: 0 Rentals

*Shelter 2 at JH: 1 Rentals

*Shelter 3 at JH: 0 Rental

Jack Hughes Special Events

September 3rd-4th: USSSA Tournament

September 10th-11th: Perfect Game Cancelled Tournament

September 17th-18th: Perfect Game Tournament

September 24th-25th: USSSA Tournament

Baseball Field Usage

PCAA held their Legends division evaluations at Jack Hughes.

PCAA continued their Fall seasons using Fields 1, 2, and 4.

On Deck continues their Fall seasons using fields 1, 2, and 4.

Carolina Bulls, local Pineville travel ball team, uses field 4 one night a week for their fall season.

Multipurpose Field Usage

Pineville Soccer started on August 20th for the fall season. Erin has 131 kids registered.

September 2022

Hope Soccer started their fall soccer season on field 3.

Park Maintenance Update

Belle Johnston/ Lake Park

- Cut as needed
- Aerate seed and fertilize entire park
- Fire ant control
- Trimmed shrubbery around Belle
- Removed Bocci Ball court and graded and seeded area
- Monthly building inspections
- Repaired broken boards on bridge large shelter

The Hut

- Cut as needed
- Set up Council
- Aerate seed and fertilized
- Cut down irises and pine needled around arbor
- Monthly building inspections

Cemetery

- Cut as needed
- Removed limbs

Dog Park

- Removed fallen tree
- Picked up limbs
- Repaired fence gate and latch damaged by fallen limb
- Meet with contractor to look at dead trees

Jack Hughes

- Weekly mowing
- Daily field prep
- Weekend tournament prep
- Cleaned up beds for mulch truck
- Overseen mulch blowing in park
- Overseen mulch blowing in playground
- Monthly building inspections
- Fire ant control

- Aerator and equipment maintenance
- Cleaned shop and buildings for mock OSHA inspections
- Aerated and seeded all common areas
- Flagged all irrigation and made repairs as needed
- Overseen new netting installation on field 3
- Repaired Breaker and panel damaged by netting contractor

September 2022

Splashpad

Monthly building inspection
Refilled Muriatic acid
By passed broken activator

Pineville Memorial

Adjusted sprinkler heads hitting new batting cages

Social Media

Facebook

Post Reach: 30,005
Post Engagements: 5,491
New Page Likes: +89 Total Page Likes: 4,210 Total Page Followers: 4,557

Instagram

New Followers: +51 Total Followers: 1,161

The Hut: 2 Rentals
The BJCC Dining Room: 5 Rentals
The BJCC Gym: 6 Rentals
Large Shelter: 14 Rentals
Medium Shelter: 16 Rentals
Tot Lot at Lake Park: 6 Rentals

***Shelter 1 at JH:** 0 Rentals
***Shelter 2 at JH:** 1 Rentals
***Shelter 3 at JH:** 0 Rental

*WE DO NOT RENT JACK HUGHES SHELTERS WHEN THERE IS A TOURNAMENT GOING ON.

Administration

Daily Park Walks by all Full-Time staff
Monthly Building Inspection by all Full Time Staff
Hut rental showings provided monthly by all staff
Weekly field trips with Summer Camp by all Full Time Staff
Weekly staff meetings with staff

September 2022

Full Time Staff works Rock'n & Reel'n each Friday

Weekly Facility Rentals/ Pull all rentals for the week/Make Kiosk Signs/ Make Check in/out sheet for Park Aides/ Check Request (Refunds/Deposits) after rentals are complete

Jordan and Scott attended the monthly Safety Team meeting.

Heather cleans BJCC daily

Erin and Heather audit shelter rentals weekly

Heather updates large kiosk monthly

Heather schedules community service workers/ show them what to do when they arrive

Erin creates and sends out new social media posts each week.

Erin/Heather order office supplies and cleaning supplies both weekly and monthly

Erin led coaches meeting for Fall Soccer

Erin organized and led soccer drafts for Fall soccer

Matt and Erin attended P&R council meeting

Jordan met with Michael Hill regarding his Eagle Scout project of Little Free Libraries in Lake Park and Jack D. Hughes Park.

Jordan attended the Monthly Boy Scout Troop 7 Committee Meeting.

Jordan met with Greg Powell on multiple occasions at his office and Jack D. Hughes Park to go over carnival rides and set up for Fall Fest.

Jordan met with Ed Bounds of Ed's Dinosaurs Live to set up the Dinosaur Exhibit and shows that will be held at Fall Fest.

Jordan met with Wayne Wiener with Radio One Inc. to discuss radio and communication needs for Fall Fest.

Jordan met with Mike Smoak with Middle James Brewing.

Jordan met with Scooter Abrams with One Stop Live to go over logistics for Fall Fest Concerts.

Jordan met with Tina Johnson with Carolina Place Mall to assist with vendors and logistics of a proposed Touch-a-Truck event in October.

Jordan met with multiple food vendors to discuss Fall Fest and Rock'n & Reel'n.

Jordan met with Frank Terzino with Starfire Pyrotechnics to discuss planning and logistics for Fireworks at Fall Fest.

Jordan met with Neeley Robinson to order Port-a-Johns for Fall Fest.

Matt and Jordan met with David Chavez of National Fitness Campaign regarding the Fitness Court.

September 2022

Jordan met with Rick Hubbard and Mark Lippard for a site visit at Jack D. Hughes park for planning and logistics of Fall Fest.

Erin worked Adult Basketball Mondays and Thursdays in September.

Erin worked two Rockin' & Reelin' events in September.

Erin met with Earl French, Pineville Elementary Principal, about using their gym for youth basketball.

Jordan attended the Monthly Boy Scout Troop 7 Committee Meeting.

Jordan met with Greg Powell on multiple occasions at his office and Jack D. Hughes Park to go over carnival rides and set up for Fall Fest.

Jordan met with Ed Bounds of Ed's Dinosaurs Live to set up the Dinosaur Exhibit and shows that will be held at Fall Fest.

Jordan met with Mike Smoak with Middle James Brewing.

Jordan met with Scooter Abrams with One Stop Live to go over logistics for Fall Fest Concerts.

Jordan met with multiple food vendors to discuss Fall Fest.

Jordan met with Rick Hubbard for a site visit at Jack D. Hughes park for planning and logistics of Fall Fest.

Jordan and Matt met with Chief Hudgins, Chief Gerin, Chip Hill and Sergeant Josh Harb to discuss traffic control of Fall Fest and items needed for parking.

Scott/Matt met with 3 contractors regarding fire at concession stand

Scott/Matt met with tree contractor in dog park

Create Flyers for Cookie Class posting/ Take sign ups/payments for cookie class/ do check request for instructor – September 20 – 12 participants

Heather is corresponding with Emma from Charlotte Ballet on doing another Culture block program class starting in October. We talked about class ideas and she is going to get with instructors to see what they can do at the BJCC.

Heather/Jordan working on Fall Fest vendor applications throughout the month/ email acceptance letters/ take payments

Heather programmed Afterschool Art Program –Shop for snacks/ Set up/ Worked/Clean- up program on Sept. 13, 20, & 27 / 12 kids on each day

Heather programmed/worked Senior Drive Thru/ Walk-In (National Cream Filled Donut Day) – set up / Give out treat/ clean -up – 32

Heather/Matt worked on Oct./Nov./Dec newsletter – Contact instructors for updated info on classes, research fitness program, research national days, update Fitness class info, research and booked Senior fields trips, format the info that instructors from different programs we offer, create flyers for special events

September 2022

Heather is working with Joshua Niday from Iora/One Medical to put on a Senior Health Fair in the Gym on Tuesday Oct. 25th (10am – 12pm)

Heather worked Yard Sale on Sept. 24th – Check people in/ make sure everyone cleans up and puts leftovers in the right area for the Kidney Foundation to pick up

Heather/Matt met with Garrette Smith with the Pineville Library concerning partnerships

Matt attended the NRPA national conference in Phoenix, AZ



Department Update

PUBLIC WORKS

To: Town Council

From: Chip Hill

Date: October 1, 2022

Re: Public Works Updates

Storm Drain Johnston Drive: A 24" storm drain running across Johnston Dr. had to be repaired. The pipe has been repaired. (see picture #1)

Meyer Lane: The patching and paving has been repaired. (see picture #2 & 3)

Storm Drain Replaced on Dover Street: There was 110 LF of 24" storm drain running from Price St. to the center of the old sub-station on Dover St. replaced. (see pictures #4 & 5)

Sidewalks on Town Centre Blvd.: The sidewalks on Town Centre have been completed. (see pictures #6,7,8,9,10 & 11)

Huntley Glen: Mecklenburg County and town staff have requested a meeting with the developer to expedite the completion of this development. The meeting is scheduled for the second week in October to go over our expectations moving forward. I will update and continue to update the Council and Ryan after the meeting.

Floor Storm Water Building: Our department is working to complete the project; however, we are behind because of the storm moving through and moving everyone to Town Hall. We decided to add a drain in case of water in the building. (see picture #12)

Plugging/Seeding: Our maintenance staff plugged and seeded various places in town. We will not mow these areas until the new seed is established.

*see attached spreadsheet of town easement permits pending/issued

PERMITS ISSUED/PENDING

COMPANY

Fiscal Year 2023

Electricities/AJ Molnar Southeastern Consulting Engineers
 Spectrum/Melissa Sherrill Telics/Angie Jewett Telics
 Charlotte Water/Zach Pellicone
 AT&T/Kara Rydill/Lee Sadler #A02BQ76
 Spectrum/Tracey Kendall/STS Cable Services
 Southeastern Consulting/A.J. Molner/Dynetek
 Level 3 Communications/Cindy Crews/Outsource Inc
 Charlotte Water/Zach Pellicone/Geneva Montgomery
 Horsepower Site Service/Angel Caudle
 Tower Engineering Professionals/Gage Martin/Samatha Hall
 Spectrum/Telics Permitting/Melissa Sharriell/Metro-Tech/Torrance Countrymen
 AT&T/Rosita Villavicencio/Sourceone
 Pineville Communications/Tammy Vachon/Frank Peay
 AT&T/Sylvia Paschal/Sourceone

LOCATION

813 Main/810 Main to 511 Main/516 Main
 10518 Cadillac Street/Pineville Road
 632 Eagleton Down Drive/Downs Rd and cul de sac
 11925 Carolina Logistics Drive
 9132 Willow Ridge Road/Willow Bend Circle
 517 Main Street/Jack Hughes Lane/813 Main Street
 505 Main Street/Reid Lane
 233 Eden Circle/Cone Ave
 10320 Rodney St/Industrial Drive
 10851 Park Road, Charlotte/Pineville Matthews Rd
 10320 Rodney St/Industrial Drive
 10810 Park Crossing Drive
 Mallard Drive/Park Lake Drive
 10625 to 10701 McMullen Creek Pkwy

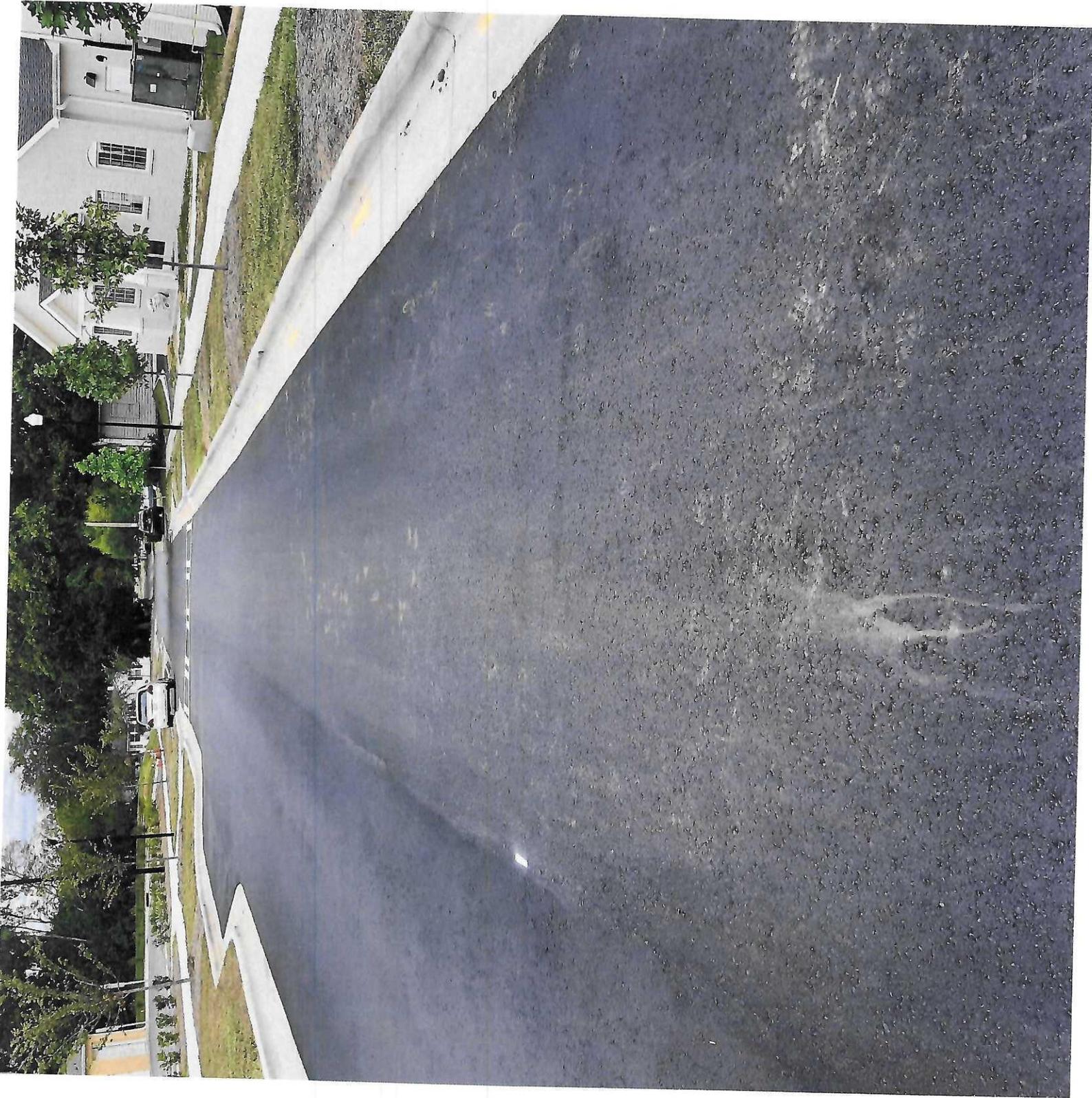
STATUS

PERMIT NO

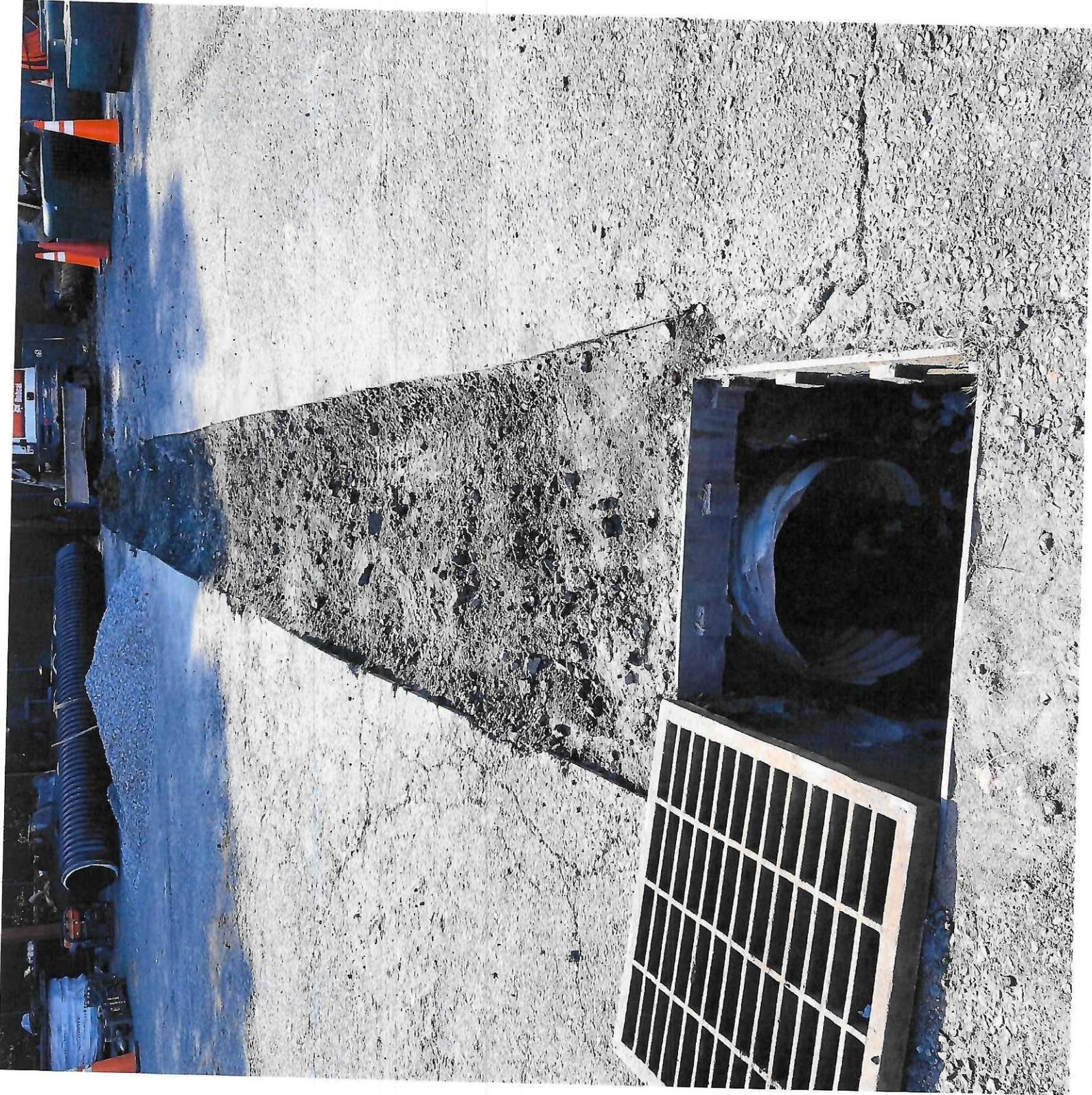
Cancelled
 Cancelled
 Issued PW20220801EAGLETON632
 Pending
 Pending
 Pending
 Issued PW20220804MAINST505
 Issued PW20220801EDENCIRCLE233
 Pending
 Pending
 Pending
 Pending
 Issued PW20220921MALLARD
 Pending







#3

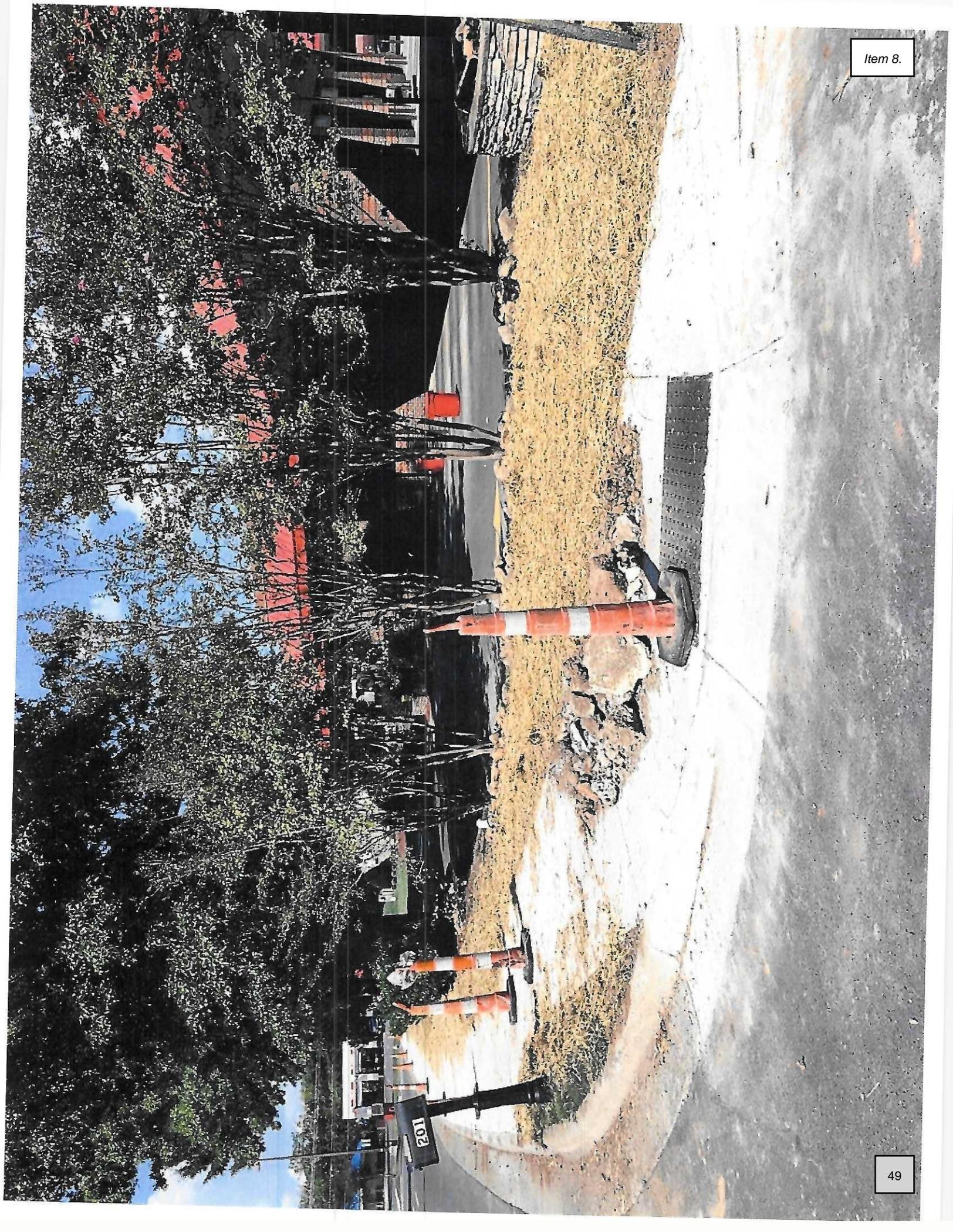


4





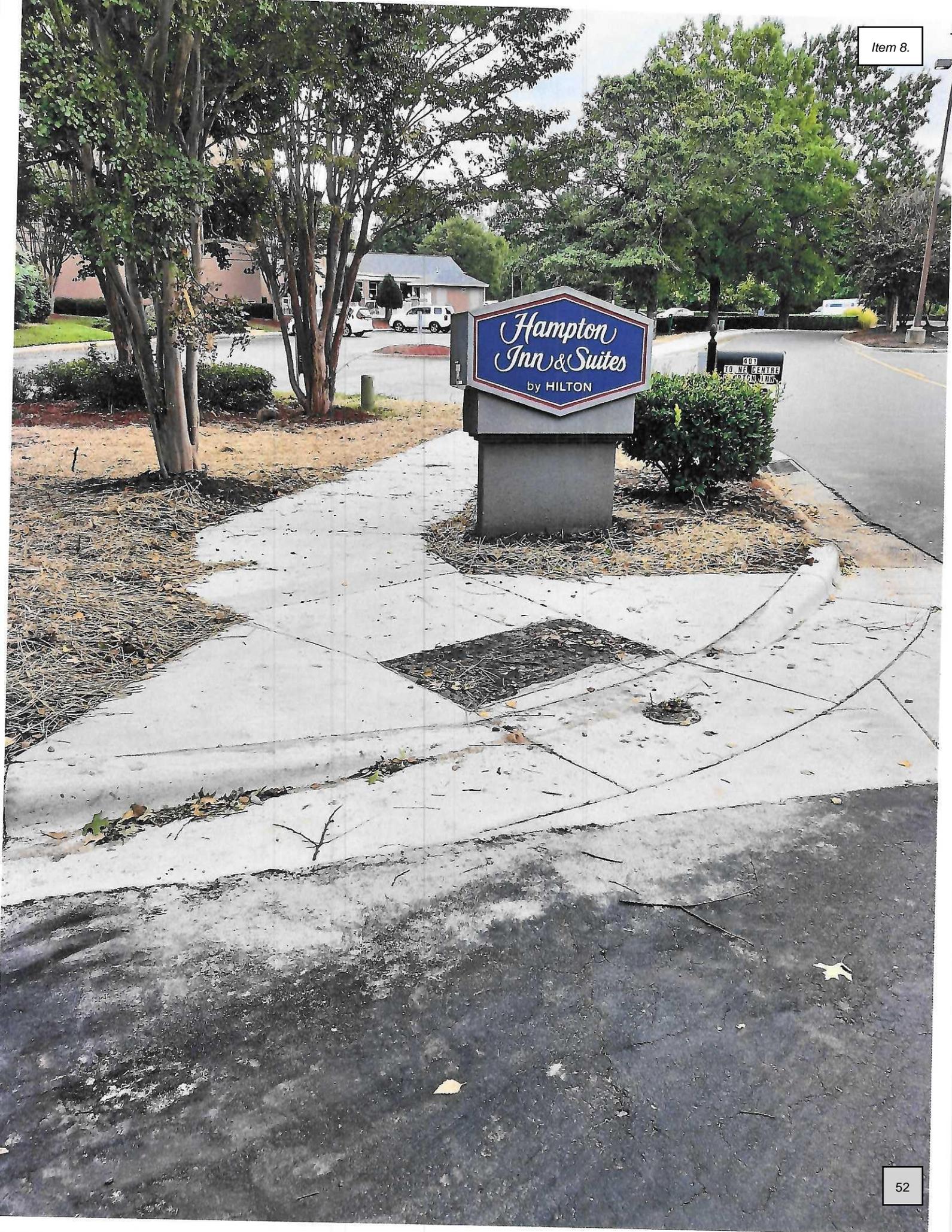
Item 8.





Item 8.









212



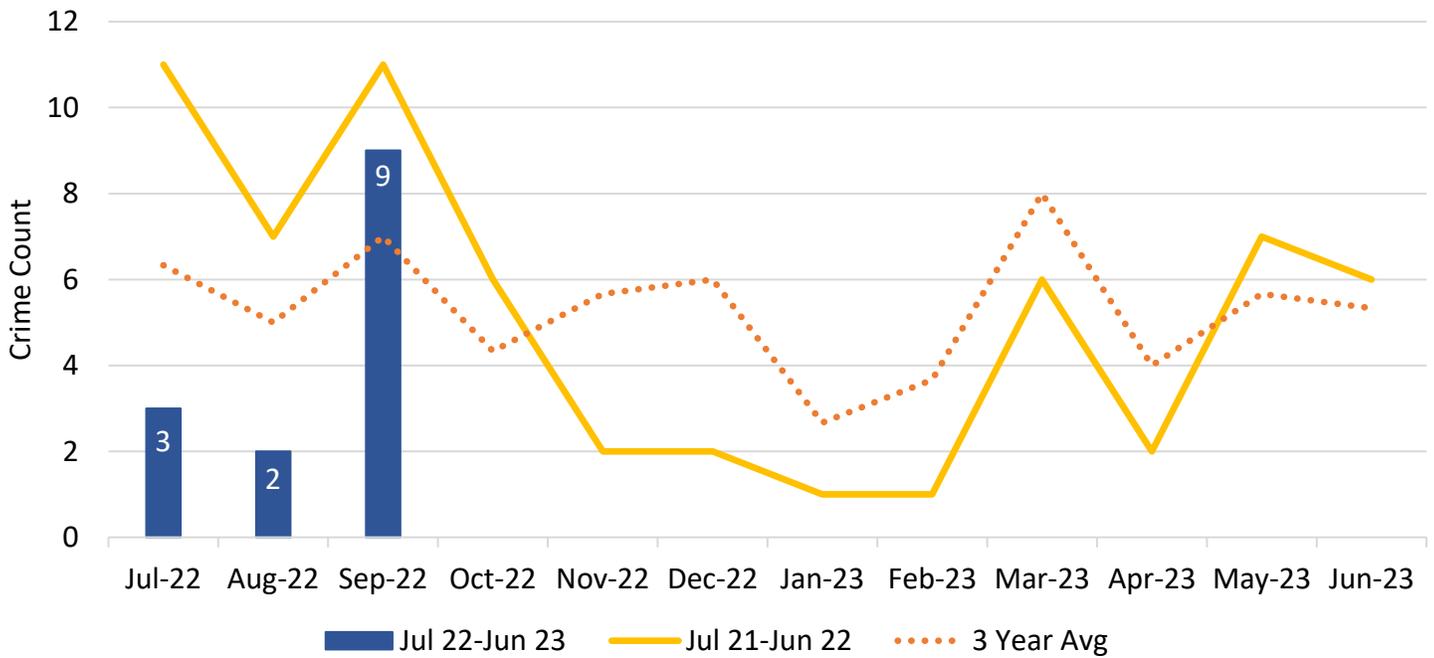
PINEVILLE POLICE DEPARTMENT

MONTHLY REPORT September 2022

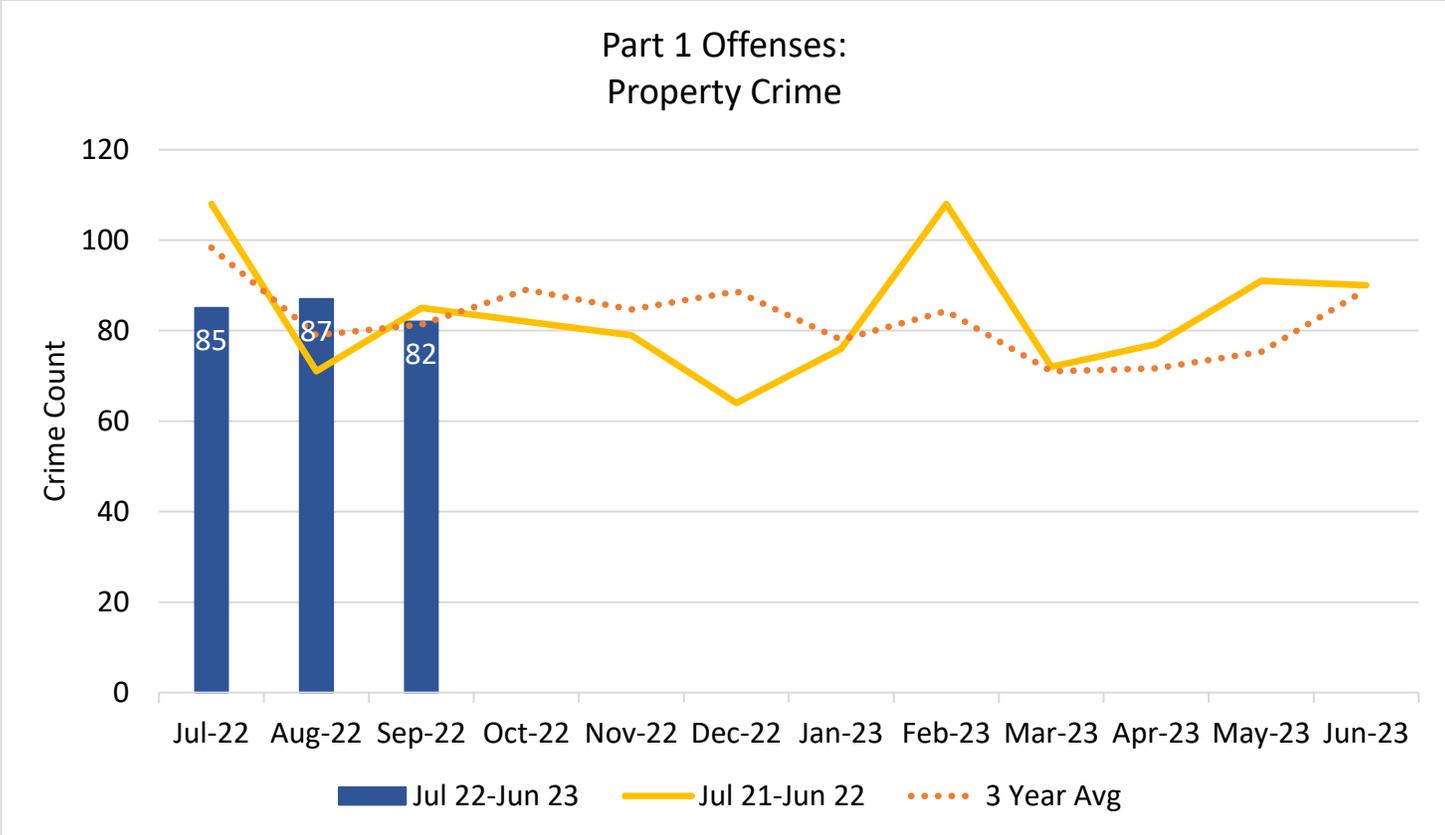
Crime Goals

Below is the evaluation of the department’s crime goals. Goals are measured for 12 months based on the fiscal year. For the year of July 2022 – June 2023, the goals are to reduce violent crime by 5% and reduce property crime by 7%.

Part 1 Offenses:
Violent Crime



Goal: -5%
 Baseline Jul 21 – Jun 22: 62
 Target Jul 22 – Jun 23: 58
 Jul 22 – Sep 22: 14
 Comparison to Jul 21 – Sep 21: -51.72%
 Comparison to Jul – Sep 3 Year Avg: **-22.22%**

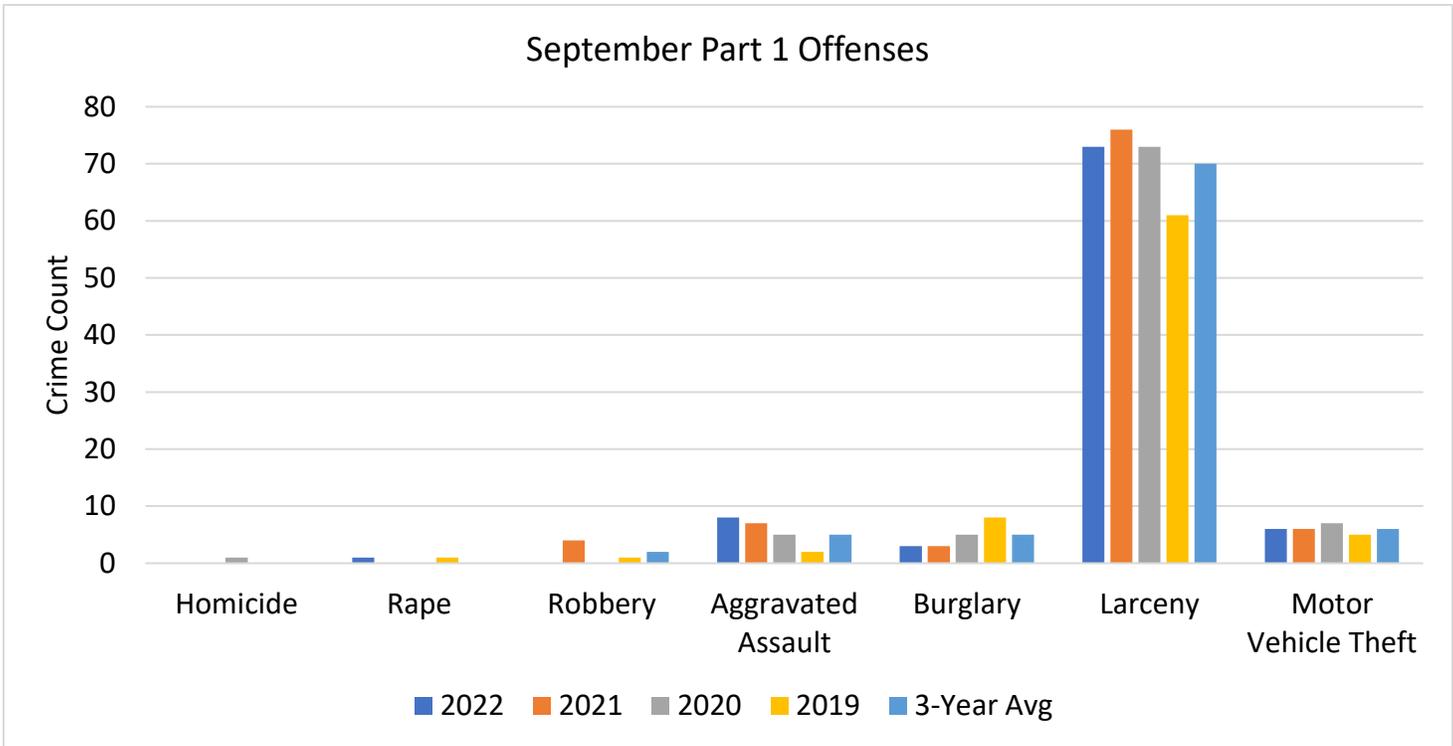


Goal: -7%
 Baseline Jul 21 – Jun 22: 1,003
 Target Jul 22 – Jun 23: 932
 Jul 22 – Sep 22: 254
 Comparison to Jul 21 – Sep 21: -3.79%
 Comparison to Jul – Sep 3 Year Avg: **-1.55%**

Monthly Crime Statistics

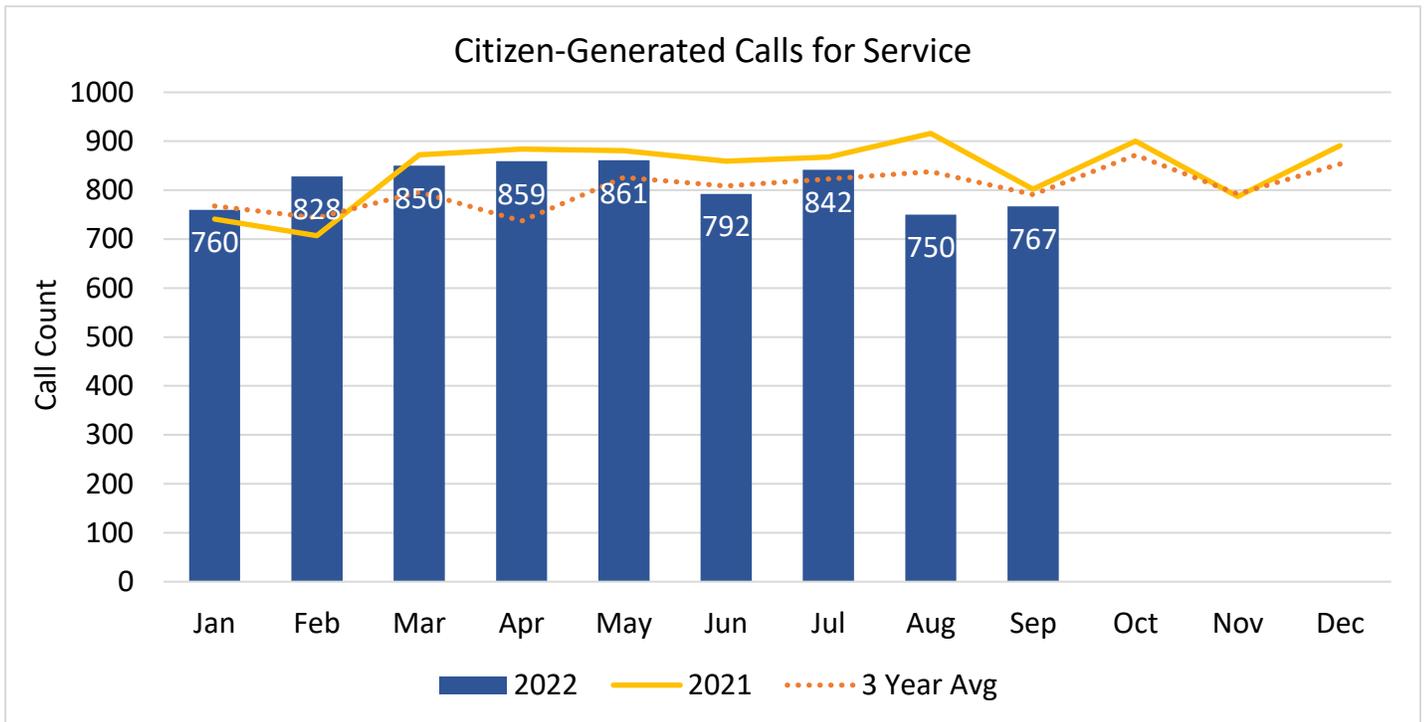
Below is a table and bar graph of the counts for Part 1 Offenses in September. For comparison, the same is shown for the past 3 years. The average of the 3 years was calculated.

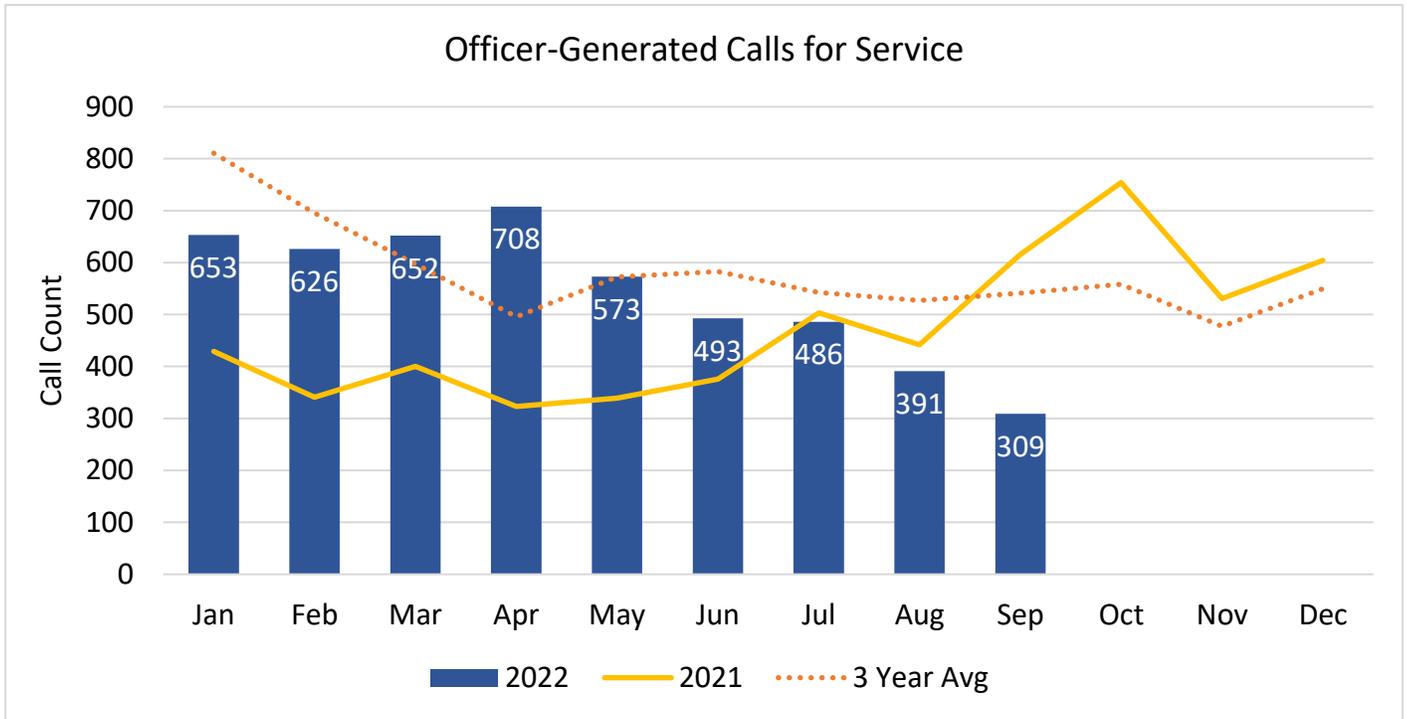
September Crime Statistics					
Part 1 Offenses					
	2022	2021	2020	2019	3-year average (2019-2021)
Homicide	0	0	1	0	0
Rape	1	0	0	1	0
Robbery	0	4	0	1	2
Aggravated Assault	8	7	5	2	5
Burglary	3	3	5	8	5
Larceny	73	76	73	61	70
Motor Vehicle Theft	6	6	7	5	6



Calls for Service

The graphs below display the number of calls for service in comparison to previous months and the previous 2 years. The first graph is citizen-generated calls. The second graph is officer-generated calls (zone checks and foot patrols excluded).





*10-35 and 10-36 removed

Problem Locations

The following problem locations have been identified using 3 years of calls for service and crime data, showing a consistent crime problem over the years. Each month, these locations are evaluated based off the crime and disorder the assignee was tasked to handle. Problem locations are evaluated for 6 months to see if responses were successful.

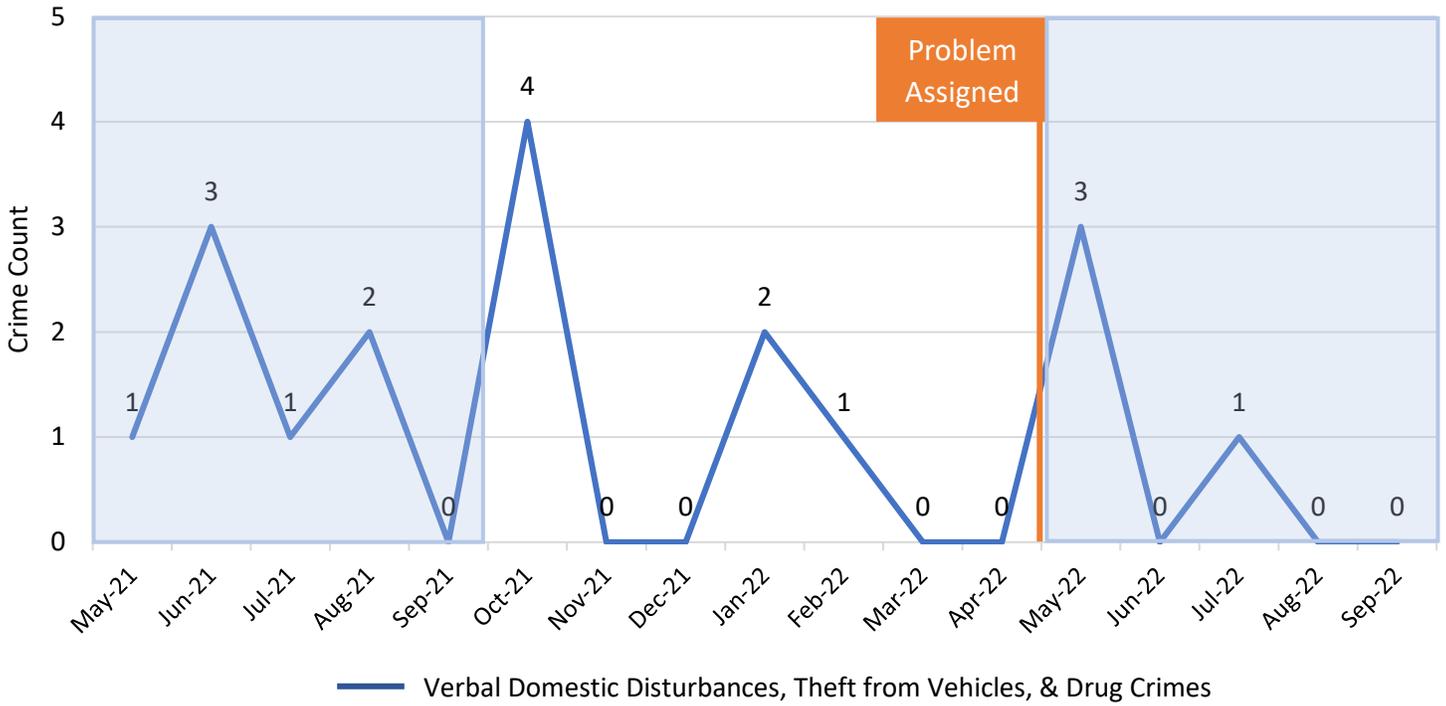
1. Dick's Sporting Goods

% Change from Oct-Sep 2020/21-2021/22: 0.0%



2. Extended Stay

% Change from May-Sep 2021-2022: **-42.86%**

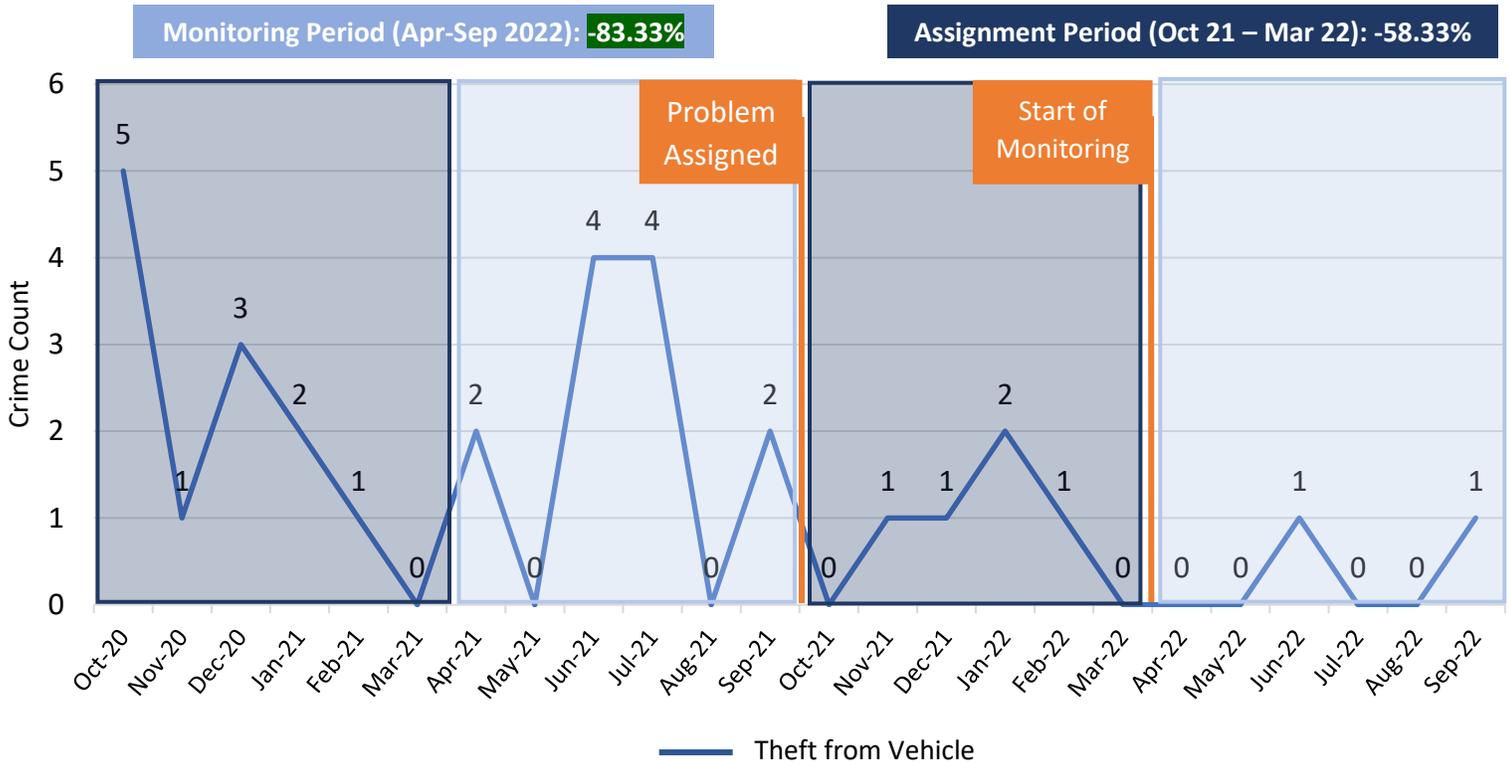


3. Belk

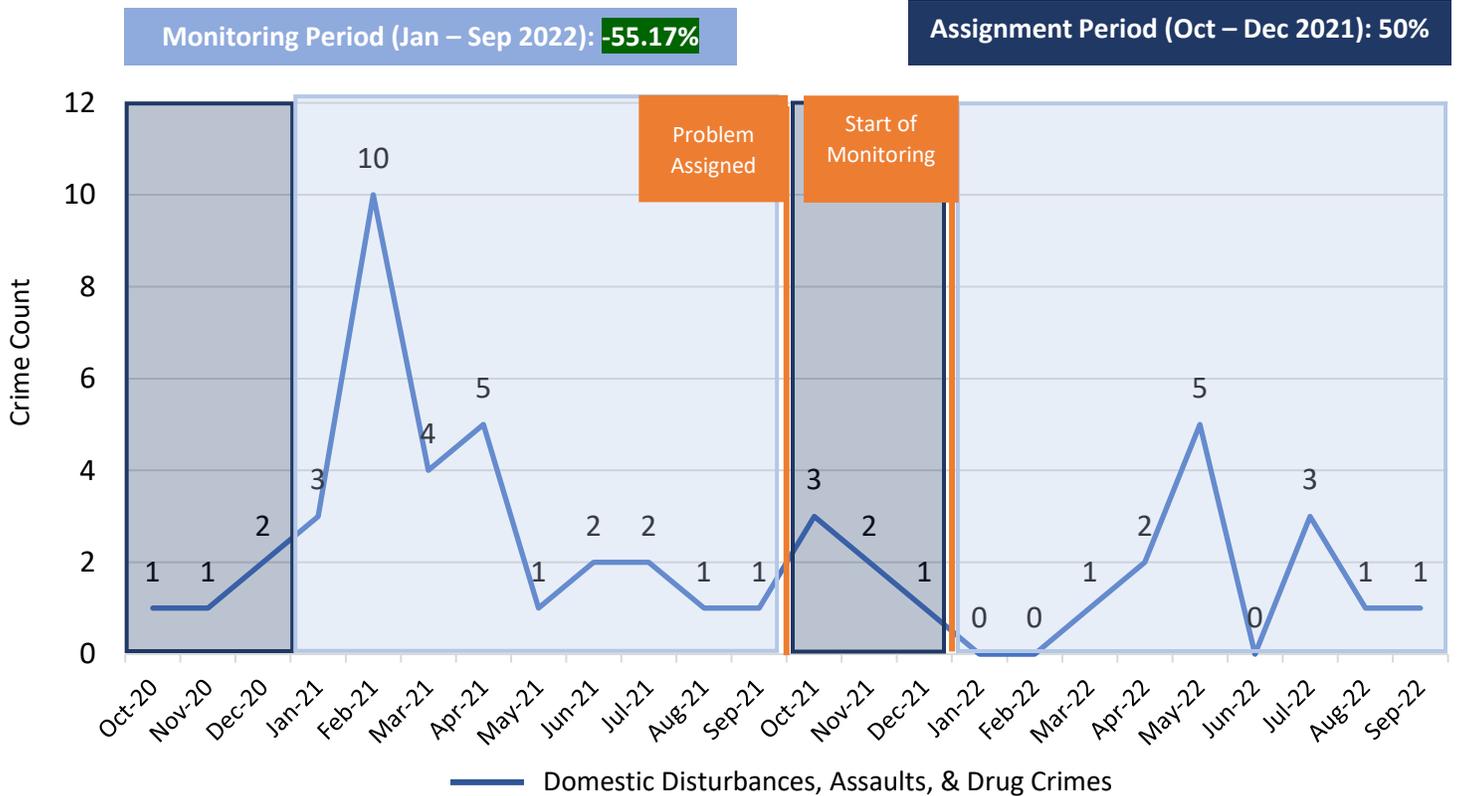
% Change from May-Sep 2021-2022: **-47.06%**



4. Comfort Suites - MONITORING



5. Suburban Lodge - MONITORING



Problem Area

The problem area is Sabal Point Apartments. It was identified using 3 years of calls for service and crime data, showing a consistent crime problem over the years. Each month, the evaluation is based off the crime and disorder the assignee was tasked to handle. Since a problem area has more crime and disorder than a problem location, the evaluation is broken down into several charts. Problem areas are evaluated for 6 months to see if responses were successful.

Evaluation 1: Citizen Generated Calls for Service

% Change from Oct-Sep 2020/21-2021/22: 0.0%



*selected calls include 10-37, 40, 47, 54, 56, 57, 60, 62, 65, 71, 78, 81, 85, 86, 87, 88, 90, 91, 92, 93, 94, 95

Selected Calls for Service

Evaluation 2: Group A Offenses

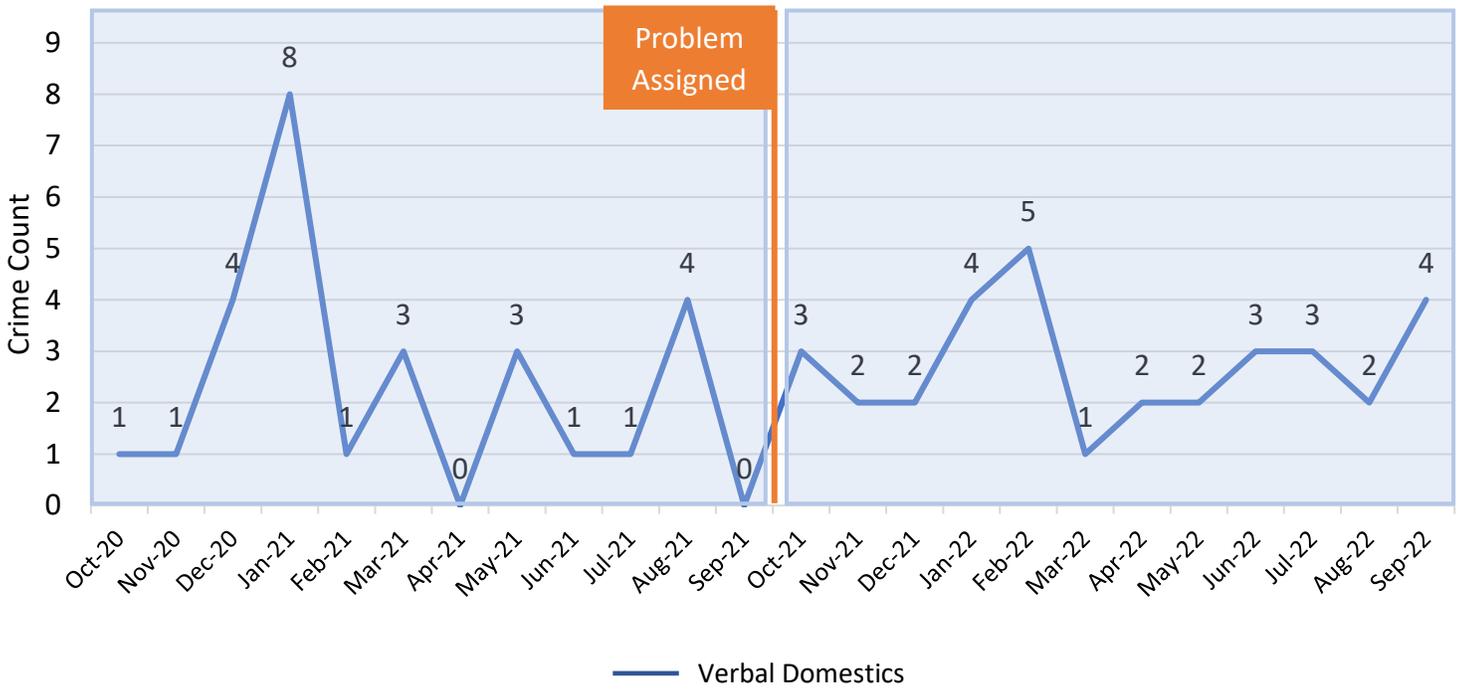
% Change from Oct-Sep 2020/21-2021/22: -6.33%



Group A Offenses

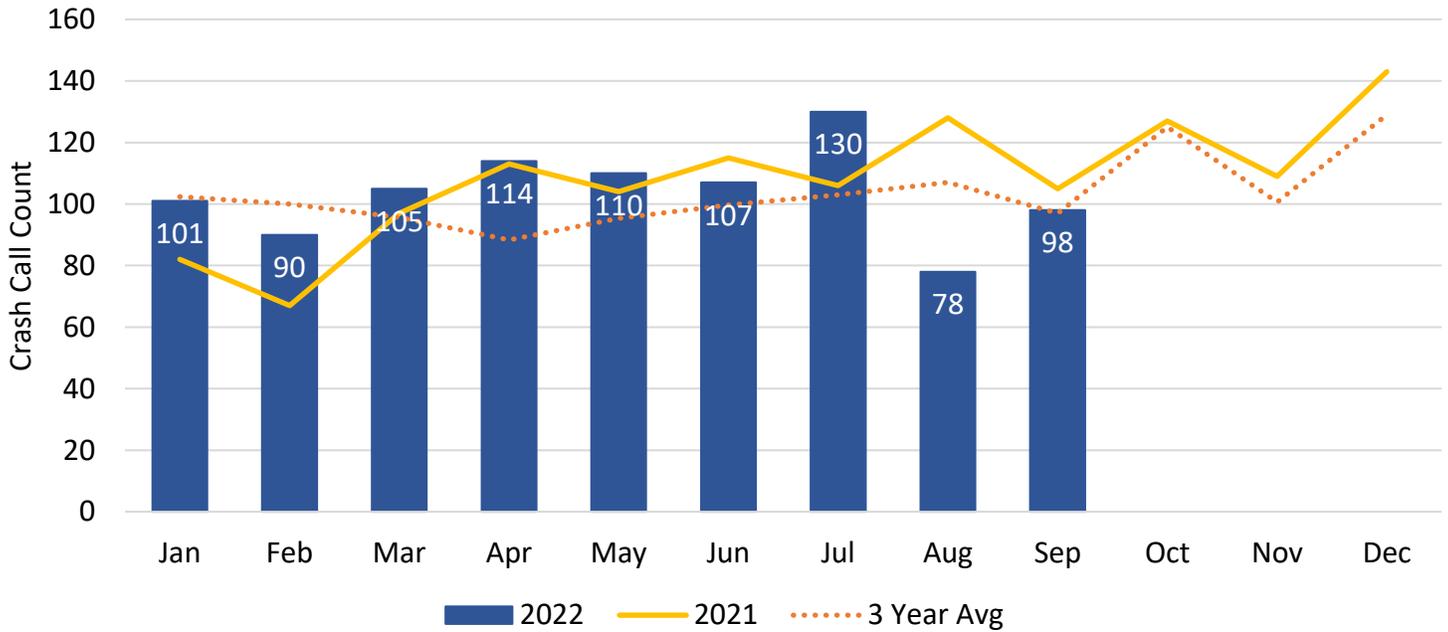
Evaluation 3: Verbal Domestic Disturbances

% Change from Oct-Sep 2020/21-2021/22: **18.52%**



Traffic Crash Data

Calls for Traffic Crashes



*Counts are 10-50 and 10-54 calls with a disposition of report taken or rendered assistance MI

September Traffic Enforcement

Traffic Enforcement Type and Dispositions

Enforcement	Count
10-61 Traffic Stop	107
10-31 Project Police Presence	6
Citation Issued	35
Warning	55
Report Taken	7

*officer-generated 10-31's and 10-61's; unfounded removed

Locations of Traffic Enforcement

Street Name	Count
PINEVILLE-MATTHEWS RD	27
MAIN ST	20
PARK RD	11
POLK ST	6
CAROLINA PLACE PKY	5
CRANFORD DR	5
I-485 / 51	3
DOVER ST	3
SOUTH BLVD	3
I-485 OUTER HWY	2
TOWNE CENTRE BLVD	2
ROCK HILL-PINEVILLE RD	2
FRANKLIN ST	2
LEE ST	2
PARK CEDAR DR	2
JOHNSTON RD	2
LANCASTER HWY	2
LAWYERS RD	2
ABBAY HILL LN	1
DORMAN RD	1
SABAL PARK DR	1
NATIONS FORD RD	1
CENTRUM PKY	1
CHILDERS LN	1
HABERSHAM POINT CIR	1
PARK CROSSING DR	1
LYNDON STATION DR	1
DOWNS CIR	1
MATTHEWS-MINT HILL RD	1
PINEVILLE RD	1
Grand Total	113

September Community Engagement

- Building inspection for PD
- OSHA yearly inspection for PD
- Monthly Safety committee meeting
- Touch a truck event meeting
- Community Golf Tournament
- Working on Awards Ceremony
- Meeting with Kawanis Club
- Presentation for Retention and Hiring
- Coverage for Adam Days, Building and Vehicle Inspection, Met with Veronica of Sable, Stephanie of Meadow Creek, Cat of The Pines (notes in Teams), Visited students during lunch, School Traffic, OCA: 220901-1992, Walk About at The Ascent.
- Met w/Lester re: possible housing and spoke with Malina from Roof Above, Met w/Yasmeen of Plum Creek, Lauren of The Brook and Lenee of Willow Ridge (notes in Teams), Visited students during lunch, Medical Drop Box w/Sgt. Harb and Amanda, Chip reader for a dog, Event at Hyundai Dealership, School Traffic.
- Bullet Proof Mind Training
- School traffic, Spoke with Stephanie (Leasing Manager) of Meadow Creek re: John Rawlinson, Car Seat Checking Station w/CMPD, Met w/Meck. County Sheriff Community Liaison with Sgt. Harb, Worked w/Officer Durr and Tapper re: homeless and 10-73 Darryl Withrow, Follow-up investigation at Dillard's re: Saturday's off-duty felony larceny.
- School Traffic, eWarrants w/Tammy, put key to school in outside box, Visit students at lunch, Took pictures of Greenway, Met w/Gena of Sabal (notes in Teams), Assisted Baker Days.
- School Traffic, stocked patrol vehicle w/community giveaways, Job Expo Southpark w/Sgt. Harb and Kayla, Purchased plastic containers at Target for giveaways, Assisted Baker Days,
- Community Event Harrison United Methodist.
- School Traffic, BJ's purchase for PD, e-Warrant submitted for Daryl Withrow, Visited students at school during lunch, Safe Kids on-line Training, School Traffic, Posted on RING re: Blood Drive.
- School Traffic, Awards Banquet meeting, Met w/Jane re: events, Visited students during lunch, Assisted Baker Days, Met w/manager from Midwood Smokehouse re: quote for Awards Banquet, Met w/Jimmy (GM) of Empire Distributors re: SRO funding, assisted Chief w/notes for FB live, Attended Carolinas Chiropractic ribbon cutting ceremony.
- School Traffic, Chamber of Commerce Meeting, Met w/Principal French re: report of child on bus allegedly being grabbed by driver, Assisted Adam Days, Met w/Gena of Sabal (notes in Teams), Went to Magistrate and took warrant out on Daryl Withrow. Met w/Pastor Aaron and LT. Whitley re: Bless the Badge.

- Off
- School Traffic, Met w/Bobby French re: student threatening to shoot up school on Snap Chat, OCA: 220919-2121, International Press, Visited students at school during lunch, Assisted Adam Day, Met w/Lt. Whitley and Roxy re: Awards Banquet.
- School Traffic, Training, Met w/Gena of Sabal (notes in Teams), Met w/Katlin of State Farm and did car seat promo, Assisted Adam Day.
- School Traffic, Car seat checks w/CMPD, Assisted Baker Days, Met w/Yasmeen of Plum Creek, Met w/Lauren of The Brook, Met w/Anji of The Ascent, Met w/Jon of Willow, Met w/Justin Miller of Meadow Creek, Met w/Cat of The Pines (notes in Teams).
- Assisted Baker Days, Assisted Sgt. Harb w/prep work for his meeting, Kiwanis meeting at Park Road Restaurant, Galls for Lt. Whitley, Midwood Smokehouse for Awards Banquet.
- School Traffic, Awards Meeting, HOP meeting at CMPD Central Division, Visit students at lunch, International Press, Office Depot, Met with Diane of Behavioral Health w/homeless Lester Hardin, Jr.
- School Traffic, Awards Banquet prep, Assist Adam Days, Attended Community Event at The Pines.
- School Traffic, Met w/School's Social Worker, Rachana Shah, re: Da'Quan, Award banquet prep, The Garrison Restaurant soft opening. Met w/Tyler, GM of Olive Garden re: food for Bless the Badge training.
- Met w/Gena of Sabal Point (notes in Teams), Met w/Da'Quan and his mother Da'Sheeka Yeamans of 12600 Sabal Park Drive, Apt.107, Purchased gift card for Award banquet speaker, Vehicle and AED/Fire Extinguisher inspection.
- Process of De-Escalation class



Human Resources

Linda Gaddy, PHR SHRM-CP MSHR
lgaddy@pinevillenc.gov
(704) 889-2362

To: Ryan Spitzer, Town Manager
Members of the Town Council

From: Linda Gaddy

Date: 10/6/2022

Re: Human Resources Monthly Report

Ryan,

Enclosed is the Human Resources Department Monthly Report for the month of September 2022.

New Hires:

Jermaine Lesesne, Park Aide, Part time

Resignation:

L Ryan Gladden, Police Corporal

Yondell Bass, Police Officer

Retirements:

None

Transfers:

None

Promotions:

Sophia Sepulveda, from Park Aide part time to Park Maintenance Technician full time

Current Openings:

Police Officer, offers accepted by two B.L.E.T. Police Officer trainees to start in October, 6 additional openings

PCS Telecommunications, Systems Technician Apprentice, accepting applications

Firefighter/Driver, interviewing

Departmental Update:

Employee appreciation:

A new Fall event is planned! Trunk or Treat will be Thursday October 27th 6-7:30 pm Town Hall parking lot. Employee groups/departments are decorating trunks for employees' families and their guests. There will be activities and a costume contest. Council is welcome.

The event venue and date for the annual Holiday Party is reserved for December 22, 2022. The venue will be Spare Time Entertainment's Elite Suite and Arcade. Door prizes and presentations are now being planned.

Newsletter:

Improving communication is a goal and to that end we will be issuing a quarterly Employee Newsletter from Human Resources to be distributed via various media. This will help with spreading the word about events, resources available to staff, and future wellness activities and plans.

Wellness:

We are sponsoring a Flu vaccination clinic for any employee or their family with insurance on October 19th between 3pm-6pm in the small conference room at Town Hall. Council is welcome to participate.

Safety Highlights:

Public Works is renewing their SHARP certification for the next 2 years. Plus, we have prepped for anticipated OSHA visits. Applications for the NCLM Safety Award grants opened up for 2022-23. We are analyzing any enhancements to safety or security that a grant could help us secure in the next year. Safety equipment has been relocated to the new Town Hall and new emergency evacuation plans will be made shortly. Key fobs are being used to secure the non-public areas and assist with an emergency evacuation.

New Hires and Onboarding improvements:

H.R. Assistant, Kayla, has created a virtual onboarding system to assist with the onboarding of hires like the B.L.E.T. recruits that have a full schedule of training in another county and can't easily come to us for orientation and onboarding. We will continue to seek feedback and ideas from anyone hired in the last 18 months, as we are working towards enhancements to onboarding, welcoming, and improving first impressions of working for the Town.

Police Recruiting improvements:

H.R. and the Police recruiting team have started working together to find ways to attract (and retain) more qualified police officers. We are working on a plan and what we need to develop to support that effort. Kayla attended a recruiting fair with the Police Dept. to get ideas and to assist with explaining our benefits.

Organizing:

We now have a dedicated, fire resistant, Human Resource file room to secure employee records, as well as our offsite archive storage service which saves us lots of space that was occupied by old records.

Staff development:

Linda attended the annual Organization of Municipal Personnel Officers conference Oct 3-5, along with nearly 50 other HR Directors from various mid to small size NC municipalities. This 30-year-old organization has brought together HR professionals for networking, collaboration, support and education through our List Serv and the annual conference for many years now. Experts from NCLM, Attorneys, and panelists shared updates, information, and best practices for the issues we face every day.



Scan or Click here to sign up!



It's No Trick, treat yourself to a **flu shot.**

Where: Town Hall Small Conference Room

**When: Oct. 19th
3pm - 6pm**

Sign up required!

Scan or click our QR

Or

Contact Kayla in Human Resources.

Free For Employee's and Families with Your Insurance Card!

Bring your families for some Fun, Safe Halloween Trunk or Treating!

Item 8.

TRUNK OR TREAT

Thursday, October 27th

Town Hall Parking Lot



When: Thursday, October 27th from 6pm-7:30pm

Where: Town Hall Parking Lot, 505 Main St.

Come join us for our first ever Pineville Employee Trunk or Treat!

This event is open to ALL Pineville employees & your families!
(Volunteer Firefighters included)

Show off your spooktacular costumes or trunk decorations in our peer voted contests. Or help us vote whose Pineville's very own Spook-Master and Ghoulish Runner up!

Enjoy some Family-Friendly Halloween themed department competition or come and enjoy some time with your fellow Pineville peers!

Please sign up for each contest by October 25th with Kayla in HR.

Once registered you will receive details regarding arrival time, decoration and treat parameters.

Be sure to sign up so we can make sure there is enough treats for all children.



Scan or click here to sign up!

Department Update



To: Town Council

From: Travis Morgan

Date: 10/11/2022

Re: Town Planning Updates

PLANNING:

Town Hall: Planning is moved and in operation at the new 505 Main address.

Mall: Representatives from Carolina Place Mall are interested in additional zoning uses and creation of new parcels. More information and details as it is available.

McCullough Townhomes: For rent section interested in completion of roads and infrastructure and Town acceptance of a portion of McIntyre Ridge and Founders Park.

CODE ENFORCEMENT:

<p>High Weeds and Grass: Jared 10201 sam meeks 10942 park franklin lot 11023 miller 123 main 10021 Rodney 410 Park Av 105 Kenmore 10731 Park rd IHOP 266&268 Eden 12727 dorman rd</p>	<p>Dumpster: 105 s polk</p> <p>Community Appearance/Junk Vehicle: 11301 Treebark Dr Junk Car 105 S Polk 10413 osprey</p> <p>Signs: Meadow Creek Apts 12727 dorman 10917 Carolina Place 13301 dorman 1927 Meadowside 248 eden</p> <p>Parking on Sidewalk: Stratfield Atwell Glen Stockdale Graceview Green Birch</p>	<p>Parking on the lawn: 1115 cone</p> <p>Commercial vehicles:</p> <p>Signs: 10761-B Park rd 300 s polk st</p>
--	--	---

PINEVILLE COMMUNICATION SYSTEMS

INTERNET RESULTS FOR MONTH ENDING 9-30-2022



REVENUE AREA	TOTAL FOR MONTH ENDING 08-31-2022	INSTALLS SOLD IN & COMPLETED IN AUG.	DISCONNECTS TAKEN & EXECUTED IN AUG.	TOTAL INTERNET FOR MONTH ENDING 8-31-2022	INSTALLS SOLD AND COMPLETED IN SEPT.	DISCONNECTS TAKEN AND EXECUTED IN SEPT.	MONTH ENDING 9-30-2022	SOLD IN SEPT. ON SCHEDULE FOR INSTALLATION IN OCT.	TOTAL INTERNET FOR MONTH ENDING 9-30-2022
ILEC	503	9	-7	505	10	-12	503	0	503
CLEC	632	18	-18	632	12	-12	632	0	632
TOTAL	1135	27	-25	1137	22	-24	1135	0	1135

****24-DISC 21-Moving out of area, 2-DISC to go to competitor, 1-DISC non pay,0 -Removing Service****

REVENUE AREA	PENDING INSTALLS ON SCHEDULE SOLD IN SEPT. INSTALLING IN OCT.	SOLD WAITING FOR SIGNED CONTRACT SO THEY CAN BE SCHEDULED	UPGRADES IN SPEED COMPLETED IN SEPT. WILL INCREASE REV	UPGRADES SOLD AFTER BILLING WILL INCREASE REV SEPT.	EXISTING COPPER CUSTOMER CONVERTING TO FIBER ON SCHEDULE FOR SEPT. OR COMPLETED IN OCT.	PENDING DISCONNECTS ON SCHEDULE FOR SEPT/OCT
ILEC	0	0	3	0	2	0
CLEC	0	0	1	0	0	0
TOTAL	0	0	4	0	2	0

****THE 0 PENDING DISCONNECTION OF SERVICE ORDERS ****

**** 0-THESE CUSTOMERS SOLD IN SEPT. BUT INSTALLATION SCHEDULED FOR OCT.****

****WE HAD 4 EXISTING ACCOUNTS THAT UPGRADE SPEED IN SEPT.****

****2 EXISTING COPPER CUSTOMERS CONVERTING TO FIBER IN AUG. ****

100M TO 1 GIG SPEED OFFERING TAKE RATE TO DATE

INTERNET RESULTS FOR MONTH ENDING 9-30-2022			SERVICE AREA	RES OR BUS	SPEED	NET GROWTH/LOSS FROM PREVIOUS MONTH
	Aug-22	Sep-22				
1135	200	203	CLEC	RES	100M	
	64	62	CLEC	RES	200M	
	22	22	CLEC	RES	400M	
	198	198	CLEC	RES	1 GIG	
	1	1	CLEC	BUS	100M	
	6	6	CLEC	BUS	GIG	
	24	24	ILEC	BUS	100M	
	7	7	ILEC	BUS	200M	
	6	6	ILEC	BUS	400M	
	22	21	ILEC	BUS	1 GIG	
	125	128	ILEC	RES	1 GIG	
	134	133	ILEC	RES	100M	
	24	23	ILEC	RES	200M	
	8	7	ILEC	RES	400M	
	841	841				
0.740969163						

74% of our Internet subscribers now subscriber to 100M or higher (increase by from previous month)



RESIDENTIAL AND BUSINESS LINE COUNT MONTH ENDING 9-30-2022

INTERNET RESULTS FOR MONTH ENDING 9-30-2022

	TOTAL FOR MONTH ENDING 08- 31-2022	TOTAL FOR MONTH ENDING 9- 30-2022	NET LOSS/GAIN AS OF 9-30-2022
CLEC LINE COUNT			
BUS	44	45	-1
RES	115	114	-1
SUB TOTAL	159	159	-2
	TOTAL FOR MONTH ENDING 08- 31-2022	TOTAL FOR MONTH ENDING 9- 30-2002	NET LOSS/GAIN AS OF 9-30-2022
ILEC LINE COUNT			
BUS	358	353	-5
RES	134	133	-1
SUB TOTAL	492	486	-6
GRAND TOTAL	651	645	-8



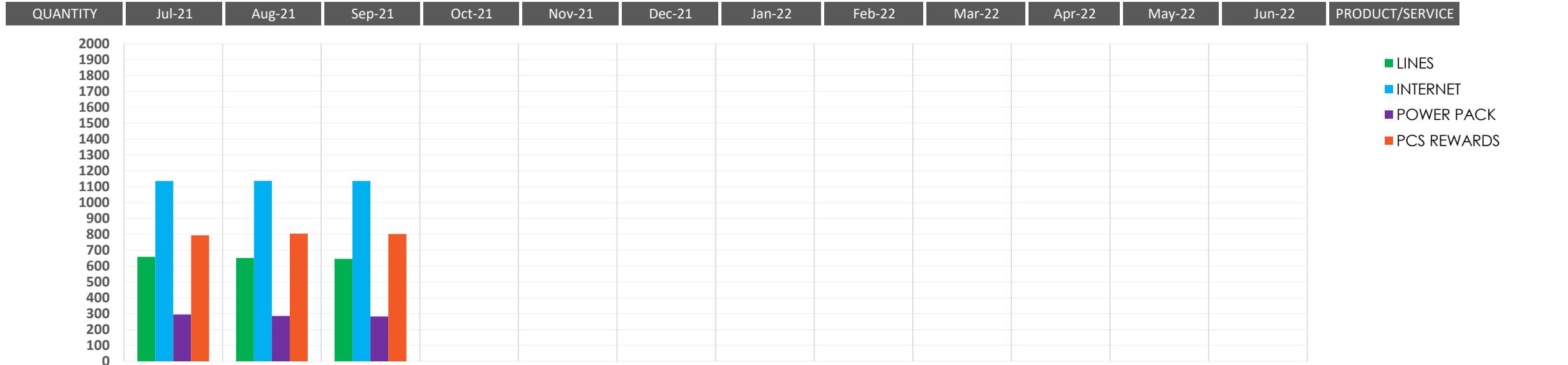
PCS REWARDS MONTH ENDING 09-30-2022

NET DECREASE OF POWER PACK DISCOUNTS 2

NET INCREASE OF SUBSCRIBERS RECEIVING DISCOUNTS 3

PCS REWARDS	COUNT AS OF 8-31-2022	COUNT AS OF 9-30-2022	COUNT AS OF 9- 30-2022	
RES	804	802	-2	
SUB TOTAL	804	802	-2	
POWEPACK DISCOUNT	COUNT AS OF 8-31-2022	COUNT AS OF 9-30-2022	COUNT AS OF 9- 30-2022	
RES	286	283	-3	
SUB TOTAL	286	283	-3	
TOTAL CUSTOMERS RECEIVING REWARDS	1088	1085	6	

Lines, Internet, Power Pack and PCS Rewards FISCAL YEAR FY 23 (JULY 1, 2022 THRU JUNE 30, 2023)



PRODUCT	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	Total For FY22	Trend
LINES	658	651	645										-34	↘
INTERNET	1,135	1,137	1,135										114	↗
POWER PACK	295	286	283										-88	↘
PCS REWARDS	793	804	802										189	↗

The above totals are month ending reporting. For instance July totals are for month ending July 31st, August 31st, September 30th, October 31st & November 30th etc

November

2022



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7	8 COUNCIL MTG 6:30 PM	9	10	11 VETERANS DAY HOLIDAY	12
13	14	15	16	17	18	19
20	21	22	23	24 THANKSGIVING	25 HOLIDAY	26
27	28 WORK SESSION 6:00 PM	29	30			